

OVERSEAS NEWS

Tokyo stock market scandal turns to farce

By Stefan Wagstyl in Tokyo

The drama of a stock market scandal which has gripped Japan for the past three months turned to farce yesterday when a team of politicians investigating the affair went to hospital to interview their chief suspect.

Mr Hirokazu Ezoe, the businessman at the centre of the scandal, received his distinguished visitors in his pyjamas and a dressing gown and told them virtually nothing.

After an hour, the seven politicians trooped out of the hospital before the eyes of dozens of journalists and a waiting coach to return to the Diet (parliament).

Mr Shin Kanemaru, the investigating team's leader and the Prime Minister's closest adviser, then revealed to a packed press conference how little they had learnt from Mr Ezoe.

Nevertheless, members of the ruling Liberal Democratic Party said they hoped the interview with Mr Ezoe would satisfy opposition leaders' demands for a full investigation of the affair. Members of the opposition said they were anything but satisfied, in particular they want Mr Ezoe to name other people involved in the affair.

The scandal erupted in June when newspapers disclosed that Recruit, an employment agency run by Mr Ezoe, had privately sold shares in Recruit Cosmos, a property subsidiary, to leading business and political figures. These people later made big profits when Recruit Cosmos was floated on the stock market.

Mr Ezoe resigned as Recruit's chairman and went into hospital in July with "psychosomatic" problems, including loss of appetite and insomnia. He refused to attend meetings of the parliamentary committee investigating the affair, pleading sickness.

However, many Japanese wonder how ill Mr Ezoe really is, including one member of yesterday's parliamentary delegation who came out from hospital saying that he could see no reason why Mr Ezoe had been unable to come to the Diet. Mr Kanemaru, who stepped the question of Mr Ezoe's health. Asked yesterday how Mr Ezoe had looked, he replied that he could not say, since he had never seen him before.

The affair has a very serious side, since the investigation has stymied Parliamentary debates about controversial tax reform proposals, on which Mr Noboru Takeshita, the Prime Minister, has staked his political future. But yesterday many Japanese were more interested in regaling each other with Mr Ezoe's testimony, especially his claim that shares were distributed to politicians not to induce them to vote for a bill, but because people in respectable positions in society would make good shareholders.

Sudan to stand by Sharia law

By Julian Ozanne in Nairobi

MR ABDULLAH el-Tourabi, Sudan's Attorney-General and leader of the National Islamic Front, said yesterday the Government was fully committed to the revival of Islamic Sharia law.

The Sharia penal code lays down punishments including stoning of adulterers and amputation of hands for theft, and has been extremely controversial in Sudan. Its introduction in 1983 by Col Jaafar Numeiri was one reason why the mainly Christian and animist south took up arms against the Moslem Government in Khartoum.

IMF considers three-year financing for Philippines

By Stephen Fidler, Euromarkets Correspondent

A TEAM from the International Monetary Fund is scheduled to visit Manila towards the end of this month to resume talks on a possible three-year financing for the Philippines. The Philippines is understood to be seeking about \$900m under the facility, and negotiations are said so far to have been progressing satisfactorily.

Most financings from the Fund have a shorter duration - of a maximum 18 months - and it is quite rare for a three-year programme, known as an Extended Fund Facility, to be established for the largest debtors. Such facilities usually accompany comprehensive economic programmes and the Fund is expected to seek action, among other things, to increase exchange rate flexibility, reduce the fiscal deficit and continue liberalisation of imports and the privatisation of state-owned corporations.

It will also require other new

Referendums to decide Algerian political reform

By Victor Mallet in Algiers

PRESIDENT Chadli Bendjedid of Algeria, taking the initiative after widespread anti-government rioting, last night announced plans for political reforms that would give ordinary Algerians more say in the running of their one-party state.

In a communique, President Chadli said there would be two referendums in the months ahead. The first, on November 3, would decide on a new role for the prime minister. In the second referendum, on a date

yet to be announced, the people would be able to give their verdict on a more wide-ranging package of reforms.

The President said he was aiming for a "democratisation" of politics. He has moved quickly in an attempt to neutralise hardliners in the ruling party, the Front de Liberation National, who oppose his policies of economic and political liberalisation and blame the riots on recent austerity measures.

Yesterday, the President

lifted the state of emergency imposed on Algiers and its suburbs during a week of nationwide riots.

Between 200 and 500 people are thought to have been killed by the security forces, but yesterday life appeared to be nearly normal in the capital.

The army was mostly withdrawn from the towns, although a few tanks remained in prominent positions in the city centre. Stores were crowded with shoppers,

traffic jams reappeared, and the night-time curfew was lifted.

Mr Chadli's announcement is seen by Western diplomats as an attempt to bypass the old-timers in the party who are bitterly opposed to Algeria's version of perestroika, which has included the breaking up of giant state corporations into more manageable and accountable units.

Francis Ghiles adds: the scarcity of consumer goods, which

helped to spark off the bloody riots in Algiers and some provincial cities, has suddenly ended in shops in Algiers and Oran, Algeria's second largest city.

Semolina, which forms the basis of the national dish of couscous, rice, butter, cheese, lentils and coffee have become widely available in the last few days. Furthermore they can be bought at prices which are a fraction of the black market ones which fuelled considerable resentment throughout the summer months.

The reasons for this sudden abundance are not entirely clear, but the authorities have ordered state-run warehouses to move stocks as quickly as possible.

The army may also be playing a role behind the scenes. Indeed, however much many senior officers may be disliked, the vast majority of junior and middle ranking officers are very close to ordinary Algerians.

embarrassing for the French left, because it is obviously extremely difficult, if not impossible, for members of the Socialist establishment - who campaigned for the independence of Algeria and France's other African colonies - to acknowledge that the post-independence Algerian regimes have hardly lived up to their expectations and have proved to be both repressive and inefficient in addressing the country's chronic problems.

French newspaper and radio editorials have criticised the political silence in France over the Algerian riots while North African immigrant communi-

Paris embarrassed by the brutality of repression

By Paul Betts in Paris

MR ROLAND DUMAS, the French Foreign Minister, yesterday responded to mounting political embarrassment in France about the violent repression of the Algerian riots, saying that France and the international community "must show solidarity with Algeria".

However, his response was not expected to defuse the increasing controversy over the Government's attitude to the Algerian crisis.

Until yesterday, the Socialist government had remained silent on the deaths of demonstrators in Algeria, on the grounds that it was unwilling

to interfere in the internal affairs of the country.

But with the revelation that the death toll may have risen to as high as 600 people, mostly young Algerians, widespread indignation has erupted in France with accusations that the political establishment has been applying dubious double standards over its human rights commitments.

Mr Dumas addressed the issue for the first time yesterday in the French National Assembly. He said it was too early to pass a definitive judgment on the recent events in Algeria but added it was important to try to find solutions

to a dramatic situation. He expressed the hope that the proposed reforms announced this week by President Chadli Bendjedid of Algeria would provide the necessary relief to improve the situation.

However, Mr Dumas's remarks appeared to confirm the government's difficulty in adopting a clear-cut position on the Algerian crisis. This has now brought to the fore once again all the uncomfortable ghosts of France's colonial past and highlighted the country's gulf-ridden sentiments over its special relations with North Africa, and especially Algeria.

The issue is all the more

embarrassing for the French left, because it is obviously extremely difficult, if not impossible, for members of the Socialist establishment - who campaigned for the independence of Algeria and France's other African colonies - to acknowledge that the post-independence Algerian regimes have hardly lived up to their expectations and have proved to be both repressive and inefficient in addressing the country's chronic problems.

French newspaper and radio editorials have criticised the political silence in France over the Algerian riots while North African immigrant communi-

ties have angrily demonstrated their indignation over the Government's attitude.

Mr Pierre Melsheimer, the leader of the centrist ODS political movement, has been the only prominent French politician to condemn openly the brutality seen in Algeria during the past few days. Newspaper editorials have also claimed double standards by the French establishment, which has always been quick to express indignation against repression and human rights violations in countries such as South Africa, Chile, Turkey or in the eastern bloc, but has sought to argue that Algeria

was a case apart.

The issue has been made all the more complicated because of the delicate economic relations between France and Algeria. France is currently renegotiating its long-term gas contracts with Algeria, with the Algerian authorities demanding that Paris continue to pay a special "political premium" for its gas imports.

This "political premium" reflects not only the historical relationship between the two countries but also the fact that the bilateral trade balance between the two countries is heavily weighted in favour of France.

Arsonists hit church in S Africa

By Anthony Robinson in Johannesburg

ANTI-APARTHEID activists yesterday linked the fire-bombing of the Pretoria headquarters of the South African Catholic Bishops Conference to a series of unsolved attacks on government opponents which began in May last year with the blowing-up of the headquarters of the Cosatu trade union federation.

Six clerics, including two bishops and an elderly Irish nun, were rescued from a second floor balcony after an early morning explosion in the basement. Police said paint and petrol had been splashed on walls and corridors and ignited.

A bomb last month destroyed Khotso House, Johannesburg headquarters of the South African Council of Churches, which also housed several trade unions and the Black Sash civil rights movement.

The latest attack, and a similar bomb attack against the offices of a Namibian newspaper in Windhoek yesterday by a group calling themselves the "White Wolves" comes in the midst of a defiance campaign by the Catholic, Anglican, coloured Dutch Reformed, Methodist and other church leaders against the forthcoming municipal elections.

Paris talks add warmth to Soviet relations

Warning to officials in Kosovo



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THE BCCI AFFAIR

Unruffled atmosphere at bank named in drugs case

By Richard Donkin in London

A BLUE Rolls-Royce with a gold version of the silver lady was parked outside the Leadenhall Street regional office of the Bank of Credit and Commerce in the heart of the City of London yesterday morning. It gave some hint of the opulence to which many of the bank's customers have become accustomed.

The bank was among 80 defendants indicted by a Federal grand jury on Monday in connection with a \$82m international operation to launder the cocaine sales profits made by Columbia Medellin cartel.

There was little indication of any anxiety among investors, but the reassuring tones of bank officials on the upper floors indicated that some depositors wanted to know what was going on.

Business appeared perfectly normal and calm within the marble interior where the affluence almost seeps from the walls. The impression came from the antique Chinese screen encrusted with jade carvings, and the glass chandelier in one of the committee rooms.

Mr John Hillbery, general manager of BCCI's international division, was surrounded by a number of calls here in London but he had both a very loyal shareholder base and a loyal customer base.

He emphasised that the bank

had not knowingly been involved in the laundering of profits from the drug traffic. He denied claims by US Customs that the alleged \$32m (£17m) laundering plot involved "senior executives." The nine people named so far, he said, were all "young officers."

The bank was able to tell customers that a federal judge in Tampa, Florida, had lifted a restraining order preventing the bank from removing its funds and other assets from the US late on Tuesday when it deposited £12m into a court-supervised escrow account to cover possible fines.

As US Customs officers intensified their search for other individuals involved in the laundering network, Mr Nazir Chinooy, 55, general manager for France and French-speaking Africa, was remanded in custody yesterday until Friday by Bow Street magistrates. He has been indicted in the US on charges of taking part in the laundering operation. The US authorities are seeking his extradition.

Mr Chinooy, in London for a business meeting, had been staying at his flat in Water Gardens, Edgware Road, Bayswater.

Mr Hillbery stressed BCCI's third world connections established by Mr Agha Hasan Abedi, its president, the Indi-



Agha Hasan Abedi, BCCI president, in his City office (above), and (below) money laundering suspects being escorted from a Florida court



BCCI named in cocaine profits laundering case

By David Suchan in Strasbourg and Tim Dickson in Brussels

LUXEMBOURG'S financial community reacted yesterday with alarm and despondency to the news that Bank of Credit and Commerce International is among defendants indicted by a US Federal Grand Jury for the alleged laundering of US\$22m in profits from cocaine sales.

"I was very depressed when I heard about it," said one prominent banker echoing sentiments expressed by Mr Pierre Jaans of the Luxembourg Monetary Institute, the Grand Duchy's chief regulator. "It is the first time this sort of thing has happened here but it is the sort of pressure I am not at all happy about," said Mr Jaans.

Both men emphasised that the allegations were not yet proven, but they both knew that even the whiff of scandal can be damaging in the highly competitive business of attracting funds to a low-tax financial centre.

In this regard Luxembourg had done outstandingly well over the last 20 years turning its enormous success as a base for the Eurobond market in the 1970s and early 1980s into a magnet for financial institutions wishing to develop private banking activities.

More foreign banks - 11 - have set up in Luxembourg this year than in any previous year, bringing the total to 138. This record influx is mainly due to new projects for investment funds to operate Community-wide from a single base in Luxembourg, coming on top of Luxembourg's general banking advantages.

The Luxembourg banks boast total assets of around \$220bn, compared with around \$160bn five years ago, and make an important contribution to the local economy by providing more than 14,000 jobs.

Luxembourg's success as a banking centre can be attributed to a wide combination of factors, including its growing range of financial services, good communications, geographical location and position in the time zone, and political stability.

Above all, however, the legally-enshrined tradition of bank secrecy, relatively light-handed regulation by the

Drug money poses thorny question for regulators

David Lascelles examines the problems of supervising banks with widespread international operations

THE problems which have struck Bank of Credit and Commerce International with its indictment for alleged laundering of drug money highlight the complexities of supervising the activities of banks with widespread international operations.

BCCI was founded by Pakistanis and financed by Saudi Arabians. It belongs to a Luxembourg-registered holding company but most of its business is in the UK and elsewhere. Unlike most banks it has no obvious home, nor any clear regulatory centre.

Mr Robin Monro-Davies of IBCA, the London firm which

rates banks, said yesterday: "It is the world's largest bank without a lender of last resort."

A lender of last resort, usually a central bank, stands ready to supply liquidity to banks which cannot obtain it in the markets.

Although there was no immediate evidence that the bad news had affected confidence in the bank, (the bank's London office was claiming yesterday all was normal) the likelihood of further bad publicity as the case unfolds contains the danger that the bank's standing in the financial markets will be eroded. Banking authorities in several countries will be observing it

closely for any sign of a flight of deposits, though BCCI has maintained a liquid balance sheet and is well placed to meet any surge in withdrawals.

At the end of last year it had \$17bn in deposits, but only \$9bn of loans, which meant that it had a large proportion of its assets in readily realisable money market instruments. Its total assets were \$20bn, with capital of \$1.5bn.

BCCI's principal supervisor is the Luxembourg Monetary Institute, the central bank of the principality. However its responsibility is limited to ensuring that the bank operates within Luxembourg bank-

ing law and presents proper accounts. Luxembourg would not, it is assumed in banking circles, feel bound to bail BCCI if it ran into serious trouble. Since most of its operations are in other countries, it would pose little threat to the Luxembourg banking system.

Some years ago, the Monetary Institute obtained assurances from BCCI's shareholders that they would help it out if it got into trouble. Such "letters of comfort" are fairly routine for banks with a foreign ownership base, and a \$150m call was successfully made on BCCI's owners two years ago to help make good a \$200m loss on options dealings.

These shareholders include the Bin Mahfouz family of Saudi Arabia, owners of the National Commercial Bank, Saudi Arabia's largest.

Regulatory responsibility for BCCI is to some extent shared with other supervisors through the so-called Basle Concordat, a 15-year-old agreement among banking authorities which is designed to ensure that international banks do not slip through the supervisory net.

This places BCCI's branches in the UK, for example, within the aegis of the Bank of England.

However the Basle Concordat specifically excludes supervisors from any obligation to

bail out a troubled bank. That is left for each central bank to decide for itself, and though troubled banks do, on the whole, get rescued, it is usually only at considerable financial and political cost.

The allegations of drug money laundering in BCCI's case point to a further fact about international banking supervision: it is not designed to prevent breaches of the law so much as to ensure that banks are soundly managed. International banking officials are believed to be working on a code of banking conduct which will condemn bank complicity in practices such as tax evasion and drug trafficking.

Luxembourg authorities and tax advantages are the chief reasons why foreign banks have gravitated towards the Grand Duchy in ever increasing numbers.

But these advantages, particularly banking secrecy, are now likely to be put to the test by the BCCI case. Bank confidentiality is undermined in Luxembourg law by which the authorities cannot force a bank to disclose details of a depositor unless that proof can be shown to a Luxembourg court that that depositor is suspected of a criminal offence. Tax evasion is a civil, not criminal offence in the duchy, and thus not sufficient to force disclosure.

This law is very similar to Switzerland's bank secrecy law. But some Luxembourg bankers have not been shy to promote their own services by pointing out that lower Swiss courts have recently been responding more readily to foreign, particularly US, requests for bank disclosure. Such requests have eventually been rebuffed by Higher Swiss courts, but not before bank information has passed out of the country and damage done to the reputation of Swiss secrecy.

Luxembourg has not come under the same foreign pressure as Switzerland, claims officials at the Monetary Institute, because it has not inherited the volumes of "doubtful" money from areas like Latin America or the Philippines, which has traditionally found a home in Switzerland. This assertion must now come under fresh scrutiny in the light of the BCCI affair.

Luxembourg banks generally claim they scrutinise very carefully individual depositors, and the Monetary Institute in turn supervises the banks closely, requiring monthly reports and occasional external audits to supplement checks by the Institute's own 20-strong bank supervision team.

Mr Jaans stressed that there has never been any question of Luxembourg shielding criminal activities, and says that where there have been suspicions in the past banks have always co-operated fully with the authorities.

AMERICAN NEWS

Bush turns racism to his own advantage

Stewart Fleming reports on the importance of the black vote in the state of Illinois

RACE is an issue which neither presidential candidate addresses directly. But in cities across the Midwest and the north east, where the decisive confrontations of this year's presidential election campaign are now taking place, it is on everybody's mind.

"It's like the elephant in the room, it's there but nobody talks about it," says Mr William Schneider, a political analyst at the American Enterprise Institute, a Washington think tank. So far it is an issue which Republican candidate Mr George Bush is turning to his advantage.

Nowhere is this more true than in Illinois where, legend has it, a few thousand stuffed ballots in Cook County enabled Chicago's then-Mayor to swing the state's 27 electoral votes behind Senator John F. Kennedy and ensure in 1960 that he, not Republican Vice-President Richard Nixon, was victorious.

The days when the Mayor's patronage machine could hold together a multi-racial, multi-ethnic coalition of jobs and favours to precinct workers and their constituents are long since passed.

Since 1963 when the black vote elected Mr Harold Washington, Chicago's first black mayor who promptly announced "Now it's our turn," the city's politics have polarised along racial lines.



US CAMPAIGN '88

"Racial politics destroyed the Chicago machine," said Mr Schneider in an article earlier this year in Atlantic Monthly. "Machines work best in an issue-less environment. Machine politicians are concerned with material resources, such as jobs, contracts and benefits. Once divisions over issues emerge, groups begin to see one another as opponents rather than competitors."

"Race," says Mr Robert Macari, the top Chicago aide to Congressman Marty Russo, plays a part in every political decision here.

Neither presidential candidate is making an overtly racial appeal to the voters of Illinois or, more specifically, the ethnic white working class voters around the city of Chicago itself who will determine whether Illinois votes Republican or Democrat in the presidential election.

But both candidates are taking the city's racial polarisation into account.

The arithmetic of a statewide election in Illinois helps to explain the key role which white working class voters will play on November 8.

According to Mr Paul Green, director of the Institute of Public Policy at Governor's State University in Chicago, the city and its immediate suburbs will cast about one quarter of the votes in the election, with the rest divided roughly equally between the outer Chicago suburbs and the downstate areas.

The outer suburbs will vote overwhelmingly Republican. Just to be competitive, therefore, a Democratic presidential candidate needs to do well in the Chicago area. Governor George Dukakis needs not only to generate a strong turnout among the city's black population of around three quarters of a million potential voters, but also to capture a good chunk of the working class white vote.

These voters tend to go solidly Democratic in congressional and local races but not in presidential elections. Not since President Lyndon Johnson's electoral landslide in 1964 has Illinois voted Democratic in a presidential election.

In 1984, when President Ronald Reagan won Illinois with 56 per cent of the vote statewide, predominantly blue collar constituencies such as Congress-

man Russo's third district on Chicago's South side voted 65-35 per cent for Mr Reagan. This is one measure of the challenge Mr Dukakis faces.

Another is the style of campaign Mr Bush is conducting. He is focusing not so much on concrete issues as on values and symbols. "Bush is raising social issue themes and exploiting the biggest split in the Democratic party, which is race," says Mr Schneider. "He is waving the bloody flag," says Mr Green more provocatively.

Now that the focus of the campaign has shifted to the industrial Midwest and north east Mr Bush, has continued to define his rival as a "liberal" not only by suggesting that he will raise taxes and spend them on social programmes but also by arguing that he is soft on crime. In speeches and in TV adverts he draws attention to the Massachusetts prison-leave programme and the release of a black murderer in 1987, who raped and terrorised a young Maryland couple while out of prison on a weekend pass.

Mr Schneider argues that it would be unfair to describe Mr Bush's appeal as racist, not least because the crime problem is real. But he adds: "Bush is saying he is not for the blacks."

This is a luxury Mr Dukakis cannot afford. He needs to capture both white and black

votes to win in Illinois. Indeed, most observers believe that in the effort to do so, he risks distancing himself from black voters.

Mr Dukakis faces a special problem in achieving this objective in Chicago, namely Rev Jesse Jackson, his former rival for the Democratic presidential nomination.

The resentment many white Chicago voters feel towards the blacks who have taken over many of their neighbourhoods and, since 1983, control of the Mayor's office, is focused on Rev Jackson, a controversial figure in the city's politics for years.

Mr Dukakis, a black city official points out, has made only one campaign stop before the black community. That, he says, only came after local black leaders had pressured him. The most Gov Dukakis can expect from Chicago's blacks is "indifference," he says.

Others, however, maintain that black elected officials will work to turn out the vote because of their commitment to the Democratic party.

The Dukakis campaign in Chicago itself is saying that it may have an ace in the hole - Mr Bush's failure to solidify his base in traditionally Republican rural southern Illinois where local polls show that the party is not as strong as might be expected.

Dilemma for Reagan over prosecution of Marcos

By Lionel Barber in Washington

PRESIDENT Ronald Reagan faces a tricky decision on whether to approve the indictment of Ferdinand Marcos, the former president of the Philippines, before the November election.

Mr Marcos faces charges that he fraudulently purchased with Philippine government money valuable New York real estate and art objects before he fled, under US pressure, into exile.

The US Justice Department wants to proceed quickly with the indictment, but senior State Department officials want to offer Mr Marcos a chance to plead guilty in exchange for a lighter sentence.

The State Department is concerned that prosecuting Mr Marcos could damage future attempts by the US to influence heads of state to leave power.

A second consideration, according to a leaked State Department cable, is that Mr Marcos might embarrass Philippine or US government officials.

A federal grand jury in Manhattan has been investigating allegations that Mr Marcos and his wife, Imelda, acquired several hundred million dollars worth of Manhattan real estate with Philippine government funds. It is also examining whether after arriving in the US, Mr Marcos violated a federal court order against transferring the properties.

Pinochet to hold elections in December next year

By Barbara Durr in Santiago

CHILE'S military ruler, General Augusto Pinochet, intends to hold direct presidential and parliamentary elections in December next year, according to his supporters.

The timetable, announced yesterday by a group of constitutional lawyers who act as consultants to the regime, signals a stiffening of Gen Pinochet's determination to stick to the calendar laid down by the 1980 constitution.

The opposition, which last week defeated Gen Pinochet in a plebiscite on granting him a further eight years in power, is pressing to accelerate this timetable.

The possibility of Gen Pinochet being a candidate in the presidential election has prompted criticism from the two most important political parties that supported him during the plebiscite.

The most important conservative party, National Renovation, opposes a Pinochet candidacy. Its secretary-general, Mr Andrew Allsmond, said that change to the constitution that would be required to legalise a Pinochet candidacy was unacceptable and that in any case, the general had "no possibility of political success."

The Independent Democratic Union (UDI) also announced that it considered that the constitution "very clearly" prohibited a Pinochet candidacy.

It urged the general to participate in the designation of another candidate. The UDI has been one of the most faithful pro-Pinochet parties.

It is clear that conservative parties are attempting to adjust to Chile's new political situation and position themselves for a post-military era.

According to the electoral calendar given by the lawyers, presidential and congressional candidacies are to be announced by next July 11 and the director of the Electoral Service had until July 21 to accept or reject the nominations. Power is to be handed over to the newly-elected president on March 11, 1990.

Gen Fernando Matthei, commander of the air force and member of the four-man ruling junta, said the military government would continue until March 1990. He none the less left the door open for conversations with political parties about unspecified constitutional reforms in an apparently direct contradiction of Gen Pinochet.

Unlike the recent statements from Pinochet loyalists, such as Interior Minister Mr Sergio Fernandez, which tried to portray Gen Pinochet's defeat as a victory, Gen Matthei openly acknowledged that the military government had lost.

New Boeing 747 series faces production delay

By Michael Donne, Aerospace Correspondent

DELIVERIES of the latest version of the Boeing 747 Jumbo jet, the Series 400, are being delayed by up to a month because of unexpected production problems.

Boeing Commercial Airplanes of the US said in Seattle that the problems arose from an unexpectedly high number of changes in the configurations of the aircraft asked for by different airline customers.

Another factor was the need to complete full certification of the aircraft with three separate types of engine, from Rolls-Royce, Pratt & Whitney and General Electric, involving a high volume of test flying over the past four months.

In addition, the production rate was increased from two to five aircraft a month, creating difficulties on the final assembly line at Seattle.

The first deliveries of two aircraft to US airlines will be made on time in December, but thereafter deliveries of the next 20 aircraft through the first half of next year will be delayed by up to one month.

Boeing hopes it will have caught up by next summer, with production running at the higher level.

Current Series 400 orders stand at 161 aircraft, out of the total of 877 Jumbo jets of all versions ordered to date, of which 705 have been delivered.

Brazil launches green initiative

By Ivo Dawnya in Brasilia

BRAZIL yesterday launched a new package of environmental measures aimed at countering growing world criticism of its conservation record, particularly in the tropical forests of the Amazon Basin.

The package includes the merging of the national environmental agency (Sema) and the Brazilian Forest Development Institute (IBDF) and co-ordinating the environment-related activities of six ministries. The measures also involve an end to much criticised federal incentives for the development of cattle ranching in the Amazon region.

In addition, an educational programme, called Our Nature, is to attempt to raise national awareness of the value and del-

ecacy of the country's ecology. "This is not just a government problem, we have to create a national consciousness of the environment," President José Sarney told foreign journalists yesterday. While certain to be welcomed, the initiative is also likely to be greeted with scepticism by the green lobby, at home and abroad.

It comes soon after Brazil was pilloried at the recent meeting in Berlin of the World Bank and International Monetary Fund for its record on the environment and the damaging effects of development on native Indian tribes. Pressure is mounting on international development agencies to tighten rules linking aid to these issues. Moreover, only

this week 13 Brazilian embassies abroad have faced small but vociferous protests over forest destruction and the treatment of Indians.

In particular, Brazil's critics are expressing growing concern at the rate of forest destruction and the meteorological impact of deliberate burning for land clearance on the atmosphere. Official figures on forest destruction compiled by the National Space Research Institute (INPE) claim that some 200,000 sq km - 40 per cent virgin forest - were burnt last year alone. The Government says that less than 10 per cent of the total Amazon region has been deforested, a claim contested by environmentalists.

Senate backs Iraq sanctions

By Lionel Barber

THE US Senate has revived efforts to impose sanctions against Iraq for allegedly using poison gas against Kurdish rebels, but the Reagan Administration is threatening a veto.

Senators passed legislation barring export of weapons and sensitive technology to Iraq and requiring the US to oppose loans to Iraq by international financial institutions such as the World Bank. But it excludes sanctions which senators said would harm American farmers.

Peruvian general 'retires' amid coup rumours

By Veronica Baruffald in Lima

A PERUVIAN general, Victor Raúl Silva Tuesta, has gone into retirement following rumours of a coup.

It is still unclear whether General Silva Tuesta, commander of the first military region, was the brain behind the coup or whether he had discovered the coup plans. Officials claim that General Silva Tuesta asked to retire, but many sources in Lima believe he was forced to go.

Peru is facing severe economic upheaval in the wake of a severe austerity package introduced last month. Following the coup rumours, President Alan Garcia made his first public appearance in 30 days in front of the Government palace to hand-over heavy machinery to provincial municipalities for road-building. He broke his month-long silence to make a few insignificant announcements, said "thank you" and returned to the palace to answer questions from the press.

Mr Garcia's Apsa government is facing its third general strike today by the General Confederation of Peruvian Workers, the largest confederation of Peruvian trade unions. The strike has the support of the opposition United Left party.

Pollution protest shuts Taiwan chemical plants

By Bob King in Taipei

ANGRY demonstrators have shut down 17 leading petrochemical plants in Taiwan's southland because of alleged environmental pollution - including the nation's third and fourth naphtha crackers, which provide two-thirds of Taiwan's ethylene, a key industrial raw material.

The industrial disruption may well cause increased problems for Taiwan's beleaguered stock market, whose index on Wednesday declined drastically for the 11th straight day, because several of the affected companies are listed on the exchange.

The closures, forced by residents of the southern town of Lin Yuan after they failed to reach agreement on compensation with the companies, caused an emergency meeting yesterday afternoon of the Industrial Development Bureau which was attempting to find ways to bring the confrontation to a speedy conclusion.

The talks collapsed when the companies were unable to come up with that sum and residents prevented them from normal operations. One official estimated that the closures will cost the companies several hundred million Taiwan dollars a day. The companies, most of which manufacture upstream petrochemical products, include two government-owned naphtha crackers, which provide about two-thirds of Taiwan's ethylene output, the key ingredient in PVC which is a major component of many manufactured goods exported by Taiwan.

Local press reports put the number of complainants at 20,000. The reports say that the residents rejected a counter-offer of more than T\$700m from the companies and blockaded the plants' entrances.

The Taipei weighted index closed at 6,732 points yesterday on a volume of only T\$540m - a far cry from its high of almost 8,800 points reached on September 24, the day that the Government announced the imposition of a capital gains tax and inadvertently triggered a panic on the exchange. The mood yesterday was one of gloom and doom as the panic showed no signs of abating.

Provinces spurn Peking attempts to rein in economy

By Colina MacDougal

CHINA'S leaders are having a tough time trying to impose a freeze on capital construction and bureaucratic wheel-dealing. In the wake of soaring inflation, rampant corruption and a huge excess of building projects, the party Central Committee and State Council decided at a crisis meeting in September to clamp down with a series of controls such as checks on prices and capital investment.

But provincial officials, given their lead under China's economic reform programme, may have already bolted too far for Peking to pull them up. In the words of the old saying, "Heaven is high and the Emperor is far away". Earlier this year Peking was totally unable to enforce its planned restrictions on the economy. The banks' allocation of credit for the whole year was completely used up in the first two months, but they carried on issuing loans regardless. Industrial output and new construction in the first half of this year far exceeded planned targets.

Tough provincial bureaucrats may now feel sufficiently on top to not obediently when Peking barks but then continue much as before. The end-September edition of Liaowang, the well-informed Hong Kong communist magazine, pointed up this provincial sense of power and independence and reported jealous battles between provinces over natural resources and products. Shortages of cotton and silk - now had enough to cause Chinese trade corporations to renege on deals with foreigners - have sparked small wars between the provinces.

Governments in some localities even send armed police and militiamen to guard the borders and prevent their silk-worm cocoons being transported to other localities, said Liaowang. Units from Guangdong province simply bought off the Sichuan silk dealers with huge commissions and crashed through the provincial check points with their forbidden loads in army trucks. Because of this free-for-all over commodities, provincial authorities are heavily investing in their own production, which adds to the sense of economic independence. Because the wool-producing province of Gansu has put up some 30 woolen textile plants of its own, it can no longer supply the Guangdong mills. Consequently, Guangdong now plans to spend tens of billions of yuan over the next decade building its own chemical and synthetic fibre plants.

Many provinces and municipalities now run their own companies in Hong Kong, or even elsewhere abroad. Some are allowed to make joint venture deals with foreigners up to \$30m in value without reference to Peking. All this enhances their own sense of power. Local officials, Liaowang found, had "standardised and legalised" their separatist behaviour. They claimed power throughout their jurisdictions over the economy and simply told the local Peking representatives to keep quiet and do what they were told.

Premier Li Peng and his colleagues in Peking will have a hard time trying to impose control, if only because the growing sense of independence is a natural result of the reform. So far since the September Central Committee meeting, the ruling State Council has issued circulars on tax and price inspection, which are aimed at speculation and embezzlement, and on checking all investment projects to try to cut out the excess. But there is no reason to think that these measures will be effective. "Orders must be obeyed and prohibitions observed," Premier Li Peng said in a National Day party speech at the end of September. "No department, locality or unit may pursue its own narrow interests at the expense of the overall interests of the people." Fine words, but China these days is more into making a quick buck than self-sacrifice.

Legislators choose oath to the Hong Kong people

By John Elliott in Hong Kong

TWELVE soberly dressed members of the Legislative Council of Hong Kong yesterday formally replaced their existing pledges of loyalty to the Queen of Great Britain with a declaration of loyalty to the people of Hong Kong. This was no unilateralist bid for independence by one of the Queen's last colonies, but a demonstration of reality here as Hong Kong moves towards 1997 when China will resume its sovereignty.

We have done this because during this period of transition there are bound to be conflicts of interest between the UK Government and the Hong Kong people and we therefore feel we should show our allegiance to the people of Hong Kong," said Mr Martin Lee - the colony's most outspoken proponent of more democracy. Sir David Wilson, governor of Hong Kong, stressed the need for continued economic growth in his opening speech to the new council session. He said about 45,000 people are emigrating this year from Hong Kong. This is about 50 per cent up on last year. About a quarter of them are in professional, administrative, and managerial positions.

Polisario weighs up war and compromise with Hassan

Supporters of a deal with Morocco contend with the temptation to use force, reports Francis Ghiles

ON FRIDAY September 15, one of the fiercest North African battles in years took place around the Oum Draiga section of the 1,000 mile wall which surrounds the Moroccan held section of the Western Sahara. The Polisario, which has been fighting for 13 years for the independence of this former Spanish colony, threw 2,500 guerrillas, two motorised light infantry battalions and one mechanised infantry battalion against the Moroccan defences. More than 250 Moroccan soldiers and Polisario guerrillas were killed or wounded and The Forces Armées Royales lost Colonel Abdesslam El Abidi, one of King Hassan's most experienced field commanders.

That such a battle should occur less than three weeks after a United Nations peace plan was accepted conditionally by the two parties to the conflict, suggested to many observers that negotiations were going badly and might even be on the verge of breaking down. Such a pessimistic reading was reinforced by the fierce exchange between Algeria and Morocco which had taken place, earlier in September, in Niocosa, at a meeting of non-aligned foreign ministers. There was a feeling among certain diplomatic observers that King Hassan of Morocco was not prepared to grant the kind of autonomy needed to draw Polisario into giving up its campaign for an independent Western Sahara.

Others however are less pessimistic. They argue that as the two parties get down to the nitty gritty of negotiation, there are bound to be clashes. Polisario's temptation to use force in the hope of winning further concessions from King Hassan must be strong. In particular, the guerrillas would like to get the monarch to agree to direct and publicly acknowledged talks. Despite private meetings between both sides, the last of which took place in July, in the Saudi summer resort of Taef under the aegis of Mr Ali Ben Mousalem, the Saudi monarch's adviser on North African affairs, King Hassan has remained adamant his advisers will not negotiate directly with people the Moroccans have always branded as "mercenaries".

The temptation to use force could also be encouraged by some in the Algerian military high command, although last week's bloody riots in Algeria will have weakened that country's diplomatic hand. Algeria has been Polisario's most stalwart ally since 1975 but no one doubts the sincerity of President Chadli Bendjedid in wish-

ing to find an honourable solution to the conflict. Algeria would not have renewed diplomatic links with Morocco last May had its leadership not reached a consensus on this point. This battle may also be the result of the divisions within the Polisario leadership about whether an accommodation with the kingdom is desirable. In recent weeks, there have been two reshuffles of ministerial portfolios in the Government of the République Arabe Saharaouie Democratique

(RASD), which is recognised by 71, mostly third world, countries. The position of people such as Mr Bachir Mustapha Sayed, Polisario's foreign affairs specialist and key negotiator with the UN and Mr Mohamed Sidati, the new minister of foreign affairs has been reinforced. They argue that Polisario has fought long and hard to gain recognition for the notion of Saharawi, but accept that the likelihood of creating a new state is remote. Therefore an honourable compromise with Morocco is worth seeking. However Mr Brahim Ghali, the man who for 13 years has been in charge of military operations, remains - a clear indication that Polisario is not giving up the possibility of using military pressure. "The ascendancy of those who hope to find a compromise is nonetheless demonstrated by Polisario's acceptance that the Spanish census of 1974 should be accepted as the proper basis from which to prepare a referendum. This meant Polisario discarding the argument about the tens of thousands of Saharawis who had taken refuge in Morocco to avoid Spanish repression in the 1950s and 1960s. For that matter it would be impossible to register those Saharawis who for decades have lived in Algeria, Mauritania, Mali and Niger, let alone enable them to vote. Considerations of regional equilibrium also matter. Were the RASD to become independent, its first act would no doubt be to forge a federation with Mauritania, where the balance between the dominant northern Moors and the black population in the south, many of whom were, until recently, virtual slaves, is very fragile. Neighbouring Senegal is sympathetic to its black brethren across the border and is thus indirectly involved. Such arguments all militate in favour of a Polisario compromise with Morocco.



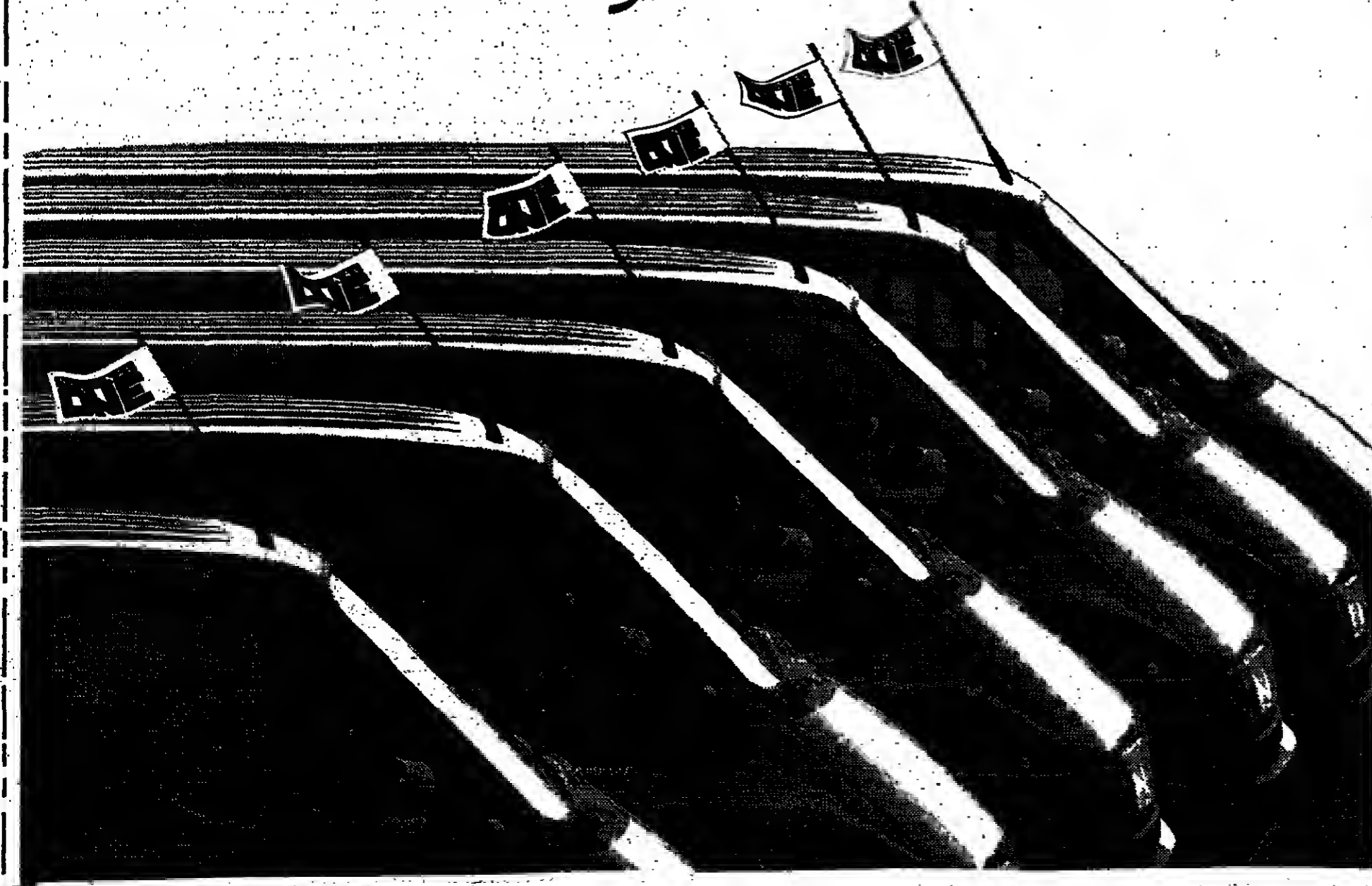
King Hassan: adamant over not negotiating with Polisario

Another issue concerns King Hassan's willingness to grant a measure of autonomy to the "Saharan provinces" if and when the tens of thousands of Saharawi refugees now living in camps south of Tindouf return in the event of a referendum which favours Morocco. The King has declared that what counts for him is "the flag and the postage stamp". He has also indicated a wish to leave his successor a country of borders built on the German model. Such words hold promise, but questions remain. What guarantees is the monarch able to offer Polisario, or the UN, that he will hold to his word? The next few weeks will provide some answers. The UN Secretary General, Mr Javier Peres de Cuellar, is shortly due to appoint a special adviser to oversee the organisation of a referendum. Only when a date for a ceasefire is announced will those who have followed this intractable conflict have a measure of real confidence in the peaceful settlement of a crisis which has pitted the Maghreb's two most powerful nations, Algeria and Morocco against each other for over one decade.

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WORLD TRADE NEWS

Comecon eyes detailed negotiations with EC

By Quentin Peel in Moscow

COMECON, the Soviet-led state trading bloc, has agreed on eight major areas of co-operation it wants to negotiate with the European Community, ranging from the environment to technical standards.

However the 10-nation group appears to be in increasing disarray over how to push forward the process of its own internal integration, with countries like Romania and East Germany resisting attempts to promote closer economic relations.

A meeting of Comecon's executive committee, involving the deputy prime ministers of the member states, agreed on the negotiating mandate with the EC in Moscow this week, but on little else.

The East and West European blocs have recognised each other only since last June, after the Soviet Union in particular dropped its long-standing refusal to do so.

Comecon countries are increasingly concerned about EC plans for a barrier-free internal market by 1992, which could leave Comecon even more strictly excluded.

Attempts to match the EC integration process have run into severe political differences. This week, only seven of the 10 members agreed on a plan to set up a commercial bank to finance joint ventures,

but it will go ahead regardless, Mr Stefan Zawadzinski, deputy secretary of Comecon, said in an interview.

There was also a difference of opinion over how to introduce a convertible rouble within the organisation, which was the subject of a wide-ranging debate without conclusion.

Another controversial move is an instruction to Comecon's two existing banks - the International Investment Bank and Economic Co-operation Bank - to review their finances, and propose moves to cut losses, such as increased interest rates on loans to member states.

Mr Zawadzinski, the deputy secretary responsible for external relations, said Comecon will be proposing eight areas for co-operation in its negotiations with the EC, with a first round of talks expected in Brussels next month.

They are environmental protection, transport, technical standards, science and technology, energy, N-power, statistics and economic forecasting.

The Communist bloc has avoided proposing any overtly trade question for the talks, in the knowledge that the EC insists such issues can only be negotiated bilaterally with individual Comecon members.

"We are being pragmatic," Mr Zawadzinski said. "It seems to me that in all these different

fields we shall find some common language. At every step we shall stress the need for mutual advantage. We do not want to take anything free of charge."

He said that in each area, Comecon would prefer to deal with a limited range of specific subjects - such as preventing acid rain in the environmental field - rather than broad generalities, in the hope of reaching practical agreements.

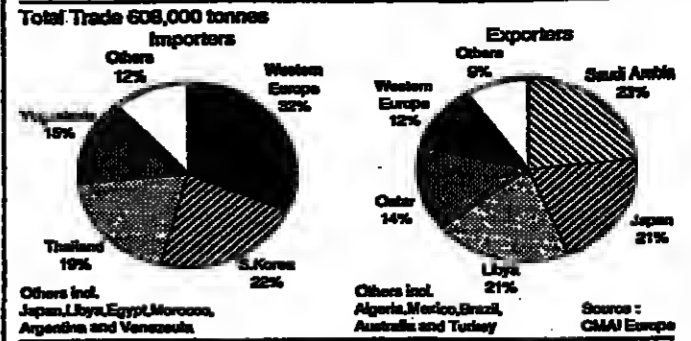
Possibly the most important area of all would be technical standards, and the desire of Comecon to be included in setting standards likely to determine any future entry into a single European market.

He admitted that the meeting had seen a wide range of opinions. Three member states, which he would not identify, refused to go along with the plan for a joint venture bank.

On the question of the convertible rouble, he added that all 10 members agreed on the long-term aim, but did not agree on how to get there.

As for the requirement for the existing Comecon banks to pay their way "to act like banks", Mr Zawadzinski admitted that any proposal to raise their very nominal interest rates would cause problems for the governments, like Vietnam, and Cuba.

World Ethylene Trade 1987



Shortfall sparks US about-face on ethylene

Peter Marsh explains why US industry is turning to imports

LIKE shipping coals to Newcastle, was one of the chemical industry consultant's description of the US decision to start importing the commodity chemical ethylene.

Imports of the material, one of the basic feedstocks of the chemicals business with world sales of about \$30bn a year, are virtually nonexistent in the US, which in normal years produces all the ethylene it needs from its own oil and natural gas.

1988 is, however, by no means normal for producers and users of ethylene, a raw material for thousands of chemicals products including many basic plastics such as polystyrene and polyethylene.

In the early part of the decade, the world's largest producer, Saudi Arabia, was producing too much ethylene, but demand for the chemical in recent months has started to outstrip supply - especially in the US, home of the world's biggest chemicals industry.

The shortages are the result of surging demand for chemicals in many countries and the fact that, since the world recession at the beginning of the 1980s, many big chemicals concerns have been slow to reinvest in new plants that could otherwise have coped with the increased demand.

The production shortfalls have led to an upward spiral of ethylene prices over the past 18 months, together with a spate of somewhat belated announcements of new ethylene plants, which should ease supply problems over the next few years.

When it is shipped, it has to be cooled to below its boiling point of -104 deg C. This requires the use of special vessels fitted with low-temperature cooling systems.

In Europe, ethylene is routinely transported by ship for relatively short journeys. But observers think it would be a different matter to transport the hazardous cargo thousands of kilometres from plants in Europe or the Middle East to the new terminal in Texas.

The transport difficulties are one reason why total shipments of the material are fairly small. The industry generally prefers to move the substance by pipeline along short distances between chemical plants.

Last year, world ethylene shipments came to 605,000 tonnes, about one-hundredth of total consumption, according to CHEM Europe, a chemicals industry consultancy.

Logistics might force Exxon and Chevron to rely for their ethylene on cargoes from fairly close to the southern US - such as from South America.

With both companies being extremely unwilling to discuss their policy, chemicals-industry analysts are watching for the first signs of unloading activity at the new terminal for evidence that the various problems have been overcome.

Other producers of ethylene which might have some material to spare over the next few years include Brazil, Saudi Arabia, Mexico and Japan. Libya is a big exporter of ethylene - which it sells mainly to Europe - but shipments to the US are unlikely on political grounds.

The sheer logistics of transporting the substance around the world also presents a problem. At normal temperatures, ethylene is a highly inflammable gas.

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Peking in \$400m mill venture

CHINA and the Soviet Union are preparing their first major joint venture, a pulp mill, involving an investment of \$400m to be shared equally, the official China Economic News Service said, Reuters reports from Peking.

The mill, in Heilongjiang in north-east China, will have an annual output of 250,000 tonnes of bleached sulphate soft pulp, mostly for sale within China and the rest for export to balance its foreign exchange accounts.

The Soviet Union will supply 1.5m cubic metres of timber a year, mostly hard pine, and China will provide coal, salt, electricity, oil and other materials. The Soviet side will supply pulp-making equipment and technology. Advanced equipment that neither country can provide will be imported. Construction of the mill is due to begin in 1990 and operations to start in 1992.

The New China News Agency has also reported that a five-member delegation from the Bank of China is visiting the Soviet Union to sign two agreements covering co-operation in banking and settling of accounts in barter trade. But it added that problems such as opening a bank account and settling a trade account still have to be settled.

Chinese customs figures show bilateral barter trade in the first eight months of 1988 was worth \$2.8bn, an increase of nearly 30 per cent on the same 1987 period.

Fiat challenges UK on Nissan local content

By John Wyles in Rome

BRITISH government claims that the passenger sub-compact being produced by Nissan at its new British plant has at least 60 per cent local European content are being disputed by Fiat, the Italian carmaker currently heading the European sales league.

Mr Vittorio Ghidella, the managing director of Fiat Auto, said in an interview this week that a detailed study of the Nissan vehicle had revealed that only 30 per cent of its parts were clearly of European production.

A further 33 per cent was "ambiguous" in the sense that the origin and working of the parts could not clearly be established as European, while the remainder was definitely non-European origin.

The local content issue is at the centre of a row between the Britain and France following Paris' announcement that it will include the Nissan Bluebird inside the quota pegging Japanese imports into France at 3 per cent of the national car market until the local EC content reaches 50 per cent.

The Italian government has not yet taken a position on the local content issue although senior ministers are convinced of the need for an EC policy regulating Japanese car imports and those products made in the European Community.

They believe that Japanese motor cars pose one of the most serious problems in relation to the opening of the internal market.

Currently, there is no official EC rule setting 60 per cent as the benchmark for an EC product, but Britain, with some European Commission backing, says it has become so under existing Community practice.

Mr Ghidella said Fiat was happy to face Japanese competition when they were producing vehicles on the same basis as European manufacturers.

He thought that the French government was right to react to the problem but did not expect Italy to act likewise.

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More cash expected for nurses wage award

By Charles Leadbeater and John Gapper

THE GOVERNMENT has not ruled out providing more money to fund the 15.3 per cent nurses pay award, Mr Kenneth Clarke, Health Secretary, is expected to tell the Conservative Party conference at Brighton today.

He will reiterate that the Government believes there is little point in further negotiations with nursing unions over the key issue of how the re-grading of sisters who share responsibility of wards.

Despite continued protests by unions and opposition politicians yesterday, Mr Clarke insisted the Government would press on with implementing the new clinical grading structure for 487,000 nursing staff.

Mr Clarke maintained his refusal to meet union representatives at Brighton after the breakdown of talks in the nursing and midwifery staffs negotiating council on Tuesday night. Union leaders have called for arbitration on the sisters' re-grading.

The unions and the National Association of Health Authorities have estimated that an extra £100m to £200m will be needed to implement the new structure in addition to the £80m already allocated by the Government.

The Government is examining preliminary regradings submitted by health authorities, and several authorities have been asked to revise their gradings in order to prevent regional variations.

Mr Clarke is expected to tell the conference that extra funding for the nurses' pay award will not eat into funding for other parts of the National Health Service.

Health spending is understood to have been a relatively uncontroversial part of this year's public spending round.

Mr Trevor Clay, general secretary of the Royal College of Nursing, said unions believed there was still room for negotiation over the re-grading of ward sisters.

He said there was still widespread support for the nurses' case.

Prescription forced on nurses, Page 14

Child benefit and defence hinder spending accord

By Peter Riddell, Political Editor, in Brighton

THE DEFENCE budget and the future level of child benefit have emerged as the most difficult obstacles to reaching agreement of next year's public expenditure plans.

This follows progress in intensive talks held at Brighton this week between Mr John Major, Chief Secretary to the Treasury, and other ministers attending the Conservative Party conference.

Overall, the difficulties have been narrowed down to defence, health, transport, and the child benefit aspects of social security.

Mr George Younger, Defence Secretary, is pressing for a substantial increase in defence spending above existing plans to maintain the policy of ordering at least three new frigates a year, and to purchase new equipment for the army, especially a new range of tanks.

On child benefit, Social Security ministers are furious with the Treasury's insistence that child benefits should be frozen at £7.25 a week per child for the second year running. This would save nearly £130m a year.

The Department of Social Security is seeking to increase child benefit only in line with the past year's inflation, an increase of 40p a week. It is not proposing to recoup the previous freezing of benefit.

Social Security ministers believe increasing child benefit is the best way of helping poor families.

Agreement has been reached, or is near, on the education, Home Office, energy, agriculture, employment, and Trade Ministry budgets.

It has also become clear that agricultural spending next year will be less than expected.

This is the result, both of reforms in the Common Agricultural Policy agreed in the spring and of a substantial fall in export refunds on cereals, produced by the impact of the US drought.

In addition to these savings, the Treasury also has the benefit of the sharp fall in unemployment.

However, savings here of £11m have been largely offset

by increased spending on housing benefit, on invalidity payments and other changes.

It is still uncertain whether the Star Chamber committee, which arbitrates spending claims between departments, under the chairmanship of Mr Cecil Parkinson, Energy Secretary, will be called into operation at the end of next week if the ministerial talks appear stalemated.

Those close to the process believe the Star Chamber will have to operate, given the difficulty of some of the unresolved budgets. There is some expectation that Mr Younger will want to settle beforehand.

There has been some agreement among ministers about the jockeying between the Treasury and Mr Parkinson for the credit of settling next year's spending plans.

The Treasury would like everything resolved without recourse to the Star Chamber. Mr Parkinson has said publicly the threat of its existence is enough to force ministers to make concessions without a meeting being held, as happened last year.

Apart from Mr Parkinson and Mr Major, the Star Chamber members will be Mr John Walsbham, Leader of the House of Commons, Mr John MacGregor, Agriculture Minister and a former Chief Secretary to the Treasury, and possibly Mr Tony Newton, Chancellor of the Duchy of Lancaster.

Mr John Moore, Social Security Secretary, raised a question over the future of benefits for some single parents, in the Government's continuing welfare revolution, FA reports from Brighton.

He said that the Government's review of social security would continue, with the aim of encouraging "independence, self-reliance and personal responsibility."

He also signalled a crack-down on fathers who paid nothing towards the support of their wives and children, and promised tougher measures against adults who claimed unemployment benefit "without making any real effort to find work."

THE CONSERVATIVE PARTY CONFERENCE AT BRIGHTON

'Active citizenship' urged to help tackle crime wave

By John Mason

A CALL by Mr Douglas Hurd, the Home Secretary, for "active citizenship" to form the basis of the fight against crime yesterday convinced a Tory conference which had voiced its traditional demands for tough new initiatives.

Mr Hurd faced the rough ride often given to Tory home secretaries, including demands for the restoration of capital punishment.

But his insistence on the importance of greater individual responsibility won him a standing ovation.

He was also cheered when he announced new pilot projects for electronic tagging of people awaiting trial and a further increase of 1,100 in the number of police.

The conference gave emphatic support to demands for the death penalty and an *ad hoc* vote showed representatives substantially in favour of its re-introduction.

Mr Hurd faced cries of "Shame" when he said parliament had voted against the death penalty. He agreed the issue would continue to arouse strong opinions, but insisted that capital punishment could never be the answer to all crimes of violence in general.

Explaining the need for "active citizenship", he said that increasing police manpower and penalties would not be enough if the steady flow of new criminals from schools and homes continued.

"The challenge of the 1980s is to rekindle our nation's strong tradition of citizenship. What we have to do is grub up the roots of crime and that is the way to do it."

"The game of dodging responsibility, the game of passing the parcel from one group to another just has to stop," he said.

This meant parents, schools and broadcasters taking responsibility for their influence on the young.

"We want not just a property-owning but a responsible democracy. That is why the accusation that ours is a selfish creed or a selfish party simply does not stick."

He said crime prevention measures had started to work, reducing some less serious



Police check Douglas Hurd's crimes. More emphasis on prevention would enable resources to be concentrated against the violent crime which caused the greatest distress.

Sentences for robbery and rape had increased, new knife legislation had been introduced and more prisons built.

But Mr Hurd also stressed the need for alternative punishments to prison for non-violent offenders.

Rather than keeping such offenders in prison, at a cost of £1,000 a month, the Government wanted to see them give something back to society.

"We don't want a soft option. We want to see a vandal doing demanding work - clearing up his neighbourhood, scrubbing graffiti off walls, putting right the damage he has caused."

Electronic tagging could help enforce curfews on such offenders, he said.

Mr Edward Heath, former Conservative Prime Minister, is likely to disturb the conference's placidity this afternoon in the foreign affairs debate. He will criticise the Government's approach to the European Community.

Party leaders believe he may be given a rough ride, which could united opinion behind

Trading reformers win time to debate sanctity of Sunday

Michael Cassell looks at the resurgence of a potentially divisive issue

THE subject, says one of the protagonists, "will split the party from top to bottom. It is the issue which brings the principle of individual freedom right up against the sanctity of family life."

The issue which threatens to inject an element of high passion and dangerous uncertainty into a conference week of numbing predictability, is none other than the reform of Sunday trading.

There must have been a deep, collective groan from an executive committee for whom dissent is a dirty word when it became clear that the controversial issue had topped a ballot to fill one of two vacant slots in the week's debates.

Today, the conference will address a motion which calls for "sense and consistency" in Sunday trading laws and which recognises the potential growth and employment opportunities they could generate. The debate will give fresh impetus to an issue that has already embarrassed the present Government and could do so again.

In 1986, the Government's attempt to reform the 40-year-old Sunday shopping laws collapsed in a Commons shambles when 78 Tories voted with the Opposition to defeat its liberalising measures.

This week, before the ballot result was known, Mr Timothy Renton, the Home Office minister, said Sunday trading reform represented "important unfinished business" for the Government.

He has already emphasised his determination to bring "sense and consistency" to an area of legislation covered by the criminal, rather than the civil, law.

"They are laws which, given the changing nature of retailing, have continued to yield an ever-expanding and infamous list of anomalies and abuses."

According to some opinion polls, two out of three people now want legislative changes to permit a wider range of shops to open on Sundays.

Opponents of deregulation, however, include the trade unions, many small retailers and shopworkers, churchgoers and clergymen.

As the laws stand, retailers can sell fodder for a mule without fear of retribution but are banned from selling cat or dog food. They can sell dried milk but not gin.

The reality is that an increasing number of retail outlets have simply chosen to ignore the laws and to open for business.

The Government could have another go in the 1989-90 parliamentary session and ministers are considering several options.

They include revising the present list of goods which can be sold, total deregulation, allowing local authorities to impose some restrictions, or partial deregulation in the shape of half-day Sunday opening.

According to Mr Roger Boaden, a Conservative Central Office veteran who left to head the newly-formed Shopping Hours Reform Council, members of a free society should be free to choose how to spend their Sundays.

In the other corner, the Keep Sunday Special Campaign, with support from the Conservative Family Campaign, invokes the words of Winston Churchill - "Sunday is the birthright of every British subject" - to support its case.

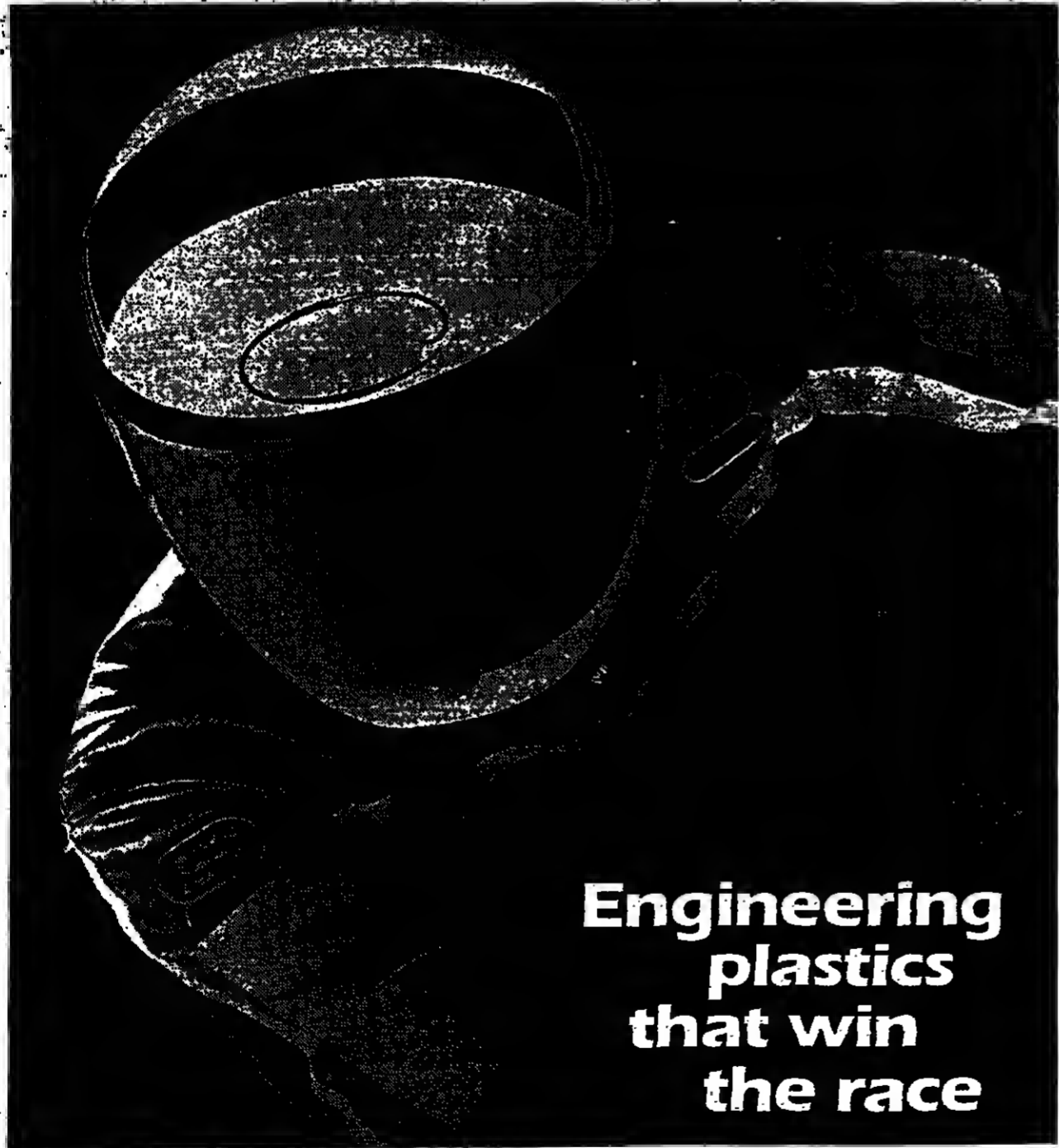
KSS, which has to contend with allegations that it is a reactionary and outdated organisation, has launched a national petition to demonstrate the strength of support for the principle of the traditional Sunday.

Whatever the outcome of today's debate, the Government is preparing, yet again, to pick up a political hot potato. Mr Renton apparently has a strategy to reconcile the warring factions: "The answer is quite simple," he confided yesterday. "We rename Sunday Friday."

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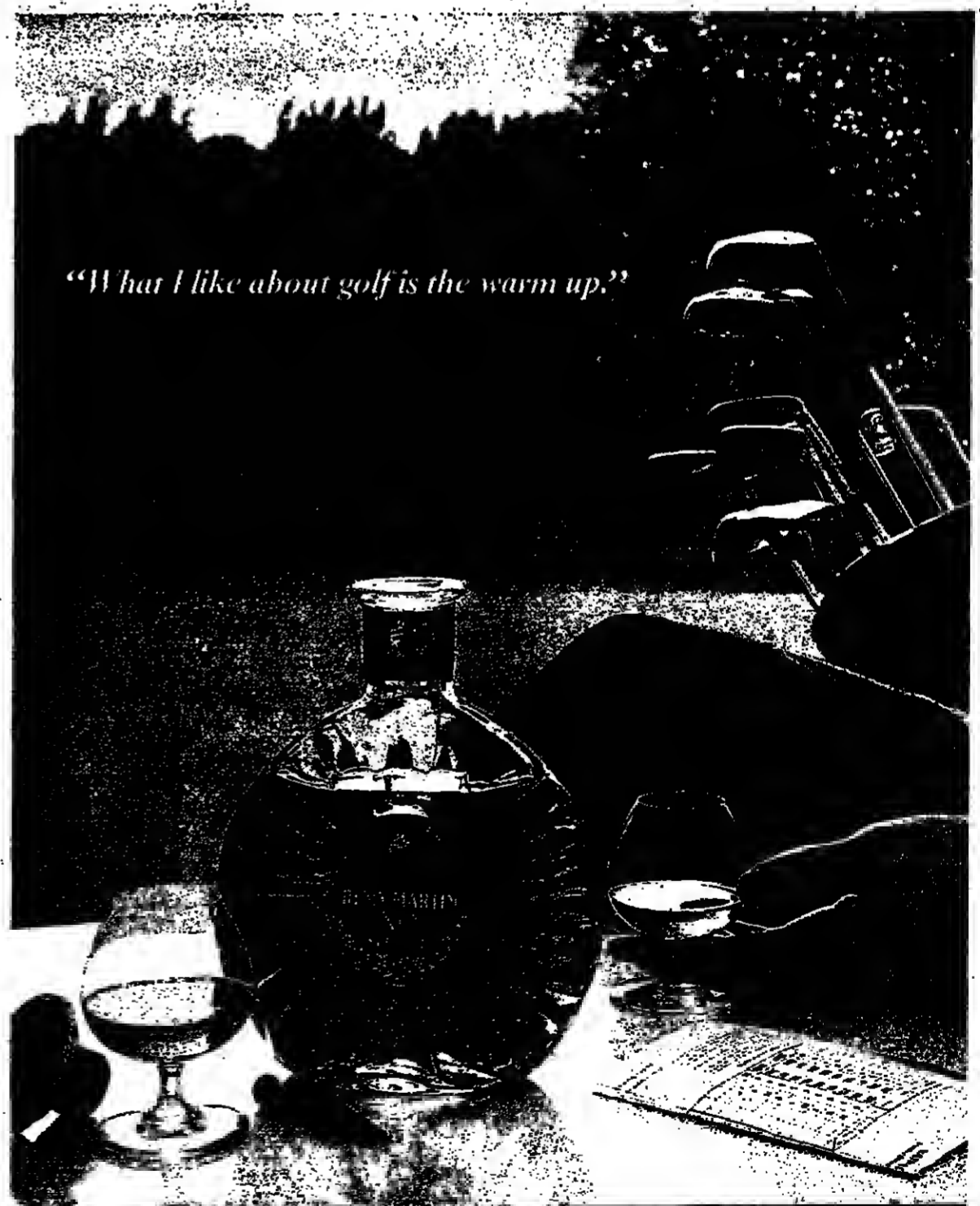
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The Banker in Berlin

The Banker, the monthly Financial Times magazine for all bankers, financiers and corporate treasurers, reports on the World Bank and IMF Meeting in this month's issue.

With the Group of Seven industrialised nations meeting in West Berlin for the IMF and World Bank annual meeting, no western country is likely to rock the boat with the exception of, perhaps, France.

The US presidential elections are too close at hand. Foreign exchange management is likely to be top of the agenda rather than vital issues such as debt crisis and bank regulation - the US will be calling the shots.

Whatever is decided, it certainly will not be in the communique.



BUT THERE IS ALSO A CHANCE OF BERLIN FANTASY.

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Construction worst hit by dearer borrowing

By Ralph Atkins, Economics Staff

THE CONSTRUCTION industry is the sector worst hit by higher interest rates, a leading securities house said yesterday.

A two percentage point rise in interest rates reduces construction output by 1.2 per cent over three years, Phillips & Drew estimates.

Its league table of sectors worst hit by higher borrowing costs is based on Treasury simulations of their impact on spending and investment in the UK economy.

The results provide a guide to the impact of the 4% percentage point rise since May in base rates from to the present 12 per cent.

After construction, the sectors worst affected by higher rates are building materials and food manufacturing. Stores and leisure industries are likely to be hit by the effect of higher interest rates on consumer spending.

Phillips & Drew says the impact of higher interest rates is usually small but can vary by a factor of three between sectors.

At the bottom of the league

THE IMPACT OF HIGHER INTEREST RATES*

Sector	% effect on output	Sector	% effect on output
Construction	-1.2	Textiles	-0.7
Building Materials	-1.0	Motors	-0.7
Food Manufacturing	-1.0	Electric(consumer)	-0.7
Stores	-1.0	Publishing	0.7
Leisure	-1.0	Energy	-0.6
Office Equip.	-1.0	Other indust. mats.	-0.6
Tobacco	-0.9	Electrical(Industrial)	-0.6
Agriculture	-0.9	Transport	-0.6
Banking	-0.8	Metals	-0.6
Clothing	-0.8	Health products	-0.5
Footwear	-0.8	Other services	-0.5
Posts & Telecomms	-0.8	Mech. engineering	-0.5
Brewers	-0.8	Man-made fibres	-0.4
Other manufacturing	-0.7	Electronics	-0.4
Packaging & Paper	-0.7	Chemicals	-0.4

*Long term effect on output of a 2% rise in interest rates

Source: Phillips & Drew

table are the man-made fibres, electronics and chemical sectors. For each of these, a two percentage point rise in interest rates will reduce output by just 0.4 per cent over three years.

The report is based on a computer model of the economy which traces flows between different industrial and service sectors.

It splits the impact of interest

rates on each sector into direct effects and second round effects due to changes in other sectors' output.

The impact on output in the building materials sector, for instance, is largely an indirect result of the fall in construction.

Packaging, paper, printing, publishing and telecommunications also show significant second-round effects.

IBA looks into charity adverts on television

By Raymond Snoddy

THE Independent Broadcasting Authority is considering allowing political and religious advertising for the first time on UK television.

The issue has already been raised with the Home Office, which is responsible for domestic broadcasting, although no detailed talks have taken place.

The IBA, regulatory body for commercial broadcasting, raised the possibility of such advertising in a document, Broadcast Advertising by Charities, published yesterday.

At the moment, bodies the main purpose of which is to campaign for changes in legislation or public policy are excluded from advertising on television.

The IBA document suggests a relaxation of the 30-year-old ban on charities buying advertising time on commercial television. It is seeking charities' views before submitting final recommendations to Mr Douglas Hurd, the Home Secretary, later this year.

King of the castle ventures abroad

The legend of Tayto crisps is alive and well in the heart of Ulster

Making a profit from posing potato crisps abroad, or potato chips as they are known in the US, might sound like the bird-brained scheme of a nutty professor. But to the buffoon of Tayto Castle, deep in the heart of Ulster's countryside, it's a serious business and an important marketing ploy, writes our Belfast correspondent.

"Our cheese and onion flavour is world-famous," Mr Raymond Hutchinson, Tayto's joint managing director, exclaims proudly.

"We operate an overseas postal service and you will often find people at airports carrying boxes of our crisps under their arms. It can be a bit like a drug for some, constantly in need of their favourite flavour."

The Tayto's success story in Northern Ireland began in 1955 when Mr Hutchinson's father,

Thomas Hutchinson, bought a 19th century castle in County Armagh for £5,000.

Mr Hutchinson senior had acquired the right to use the 'Tayto' brand name from a company in the Republic of Ireland and he soon established his products as market leaders in Ulster.

The legend of Tayto Castle is well known to anyone who has ever sampled the product because every packet carries a fully-illustrated story of how the crisps are made.

Today Tayto is one of the most successful independent companies in the UK's snack foods centre, producing 500,000 packets of crisps every day. It has more than 30 per cent of the crisp and snack market in Northern Ireland.

Last year the company made a profit of £1.2m on a 32m turnover and the 29 per cent increase in volume this year

has brought the prospect of even better returns.

Twelve flavours of crisps and the recently-launched "crinkle cuts" has helped to keep Tayto ahead and new lines in "baked fried crisps" and "children's snacks" are in the pipeline.

But perhaps the company's most enterprising development has been the use of the airless chip in the search for the perfect crisp.

Mr Peter Viggers, Northern Ireland Industry Minister, last week officially opened a new computer-controlled potato store at the company's Tandragee Headquarters as part of a £2.5m investment backed by the Industrial Development Board for Northern Ireland.

The 23,000 sq ft store is one of the most modern in Europe and will be used to house a year-round supply of top-quality, locally-grown potatoes. The environment of the store

is scientifically-controlled by computer technology which ensures the potatoes are kept in correct conditions of temperature and humidity all year.

Mr Hutchinson said: "This new store will give us a large supply of top-quality potatoes all year. As well as insisting on top-quality potatoes from our suppliers, we also place stringent quality standards throughout the production process and have a quality control department under a qualified fruit technologist."

The investment programme will also include the introduction of computerised weighing and packing machines which will ensure Tayto maintains its place as one of the most modern and efficient snack food plants in Europe.

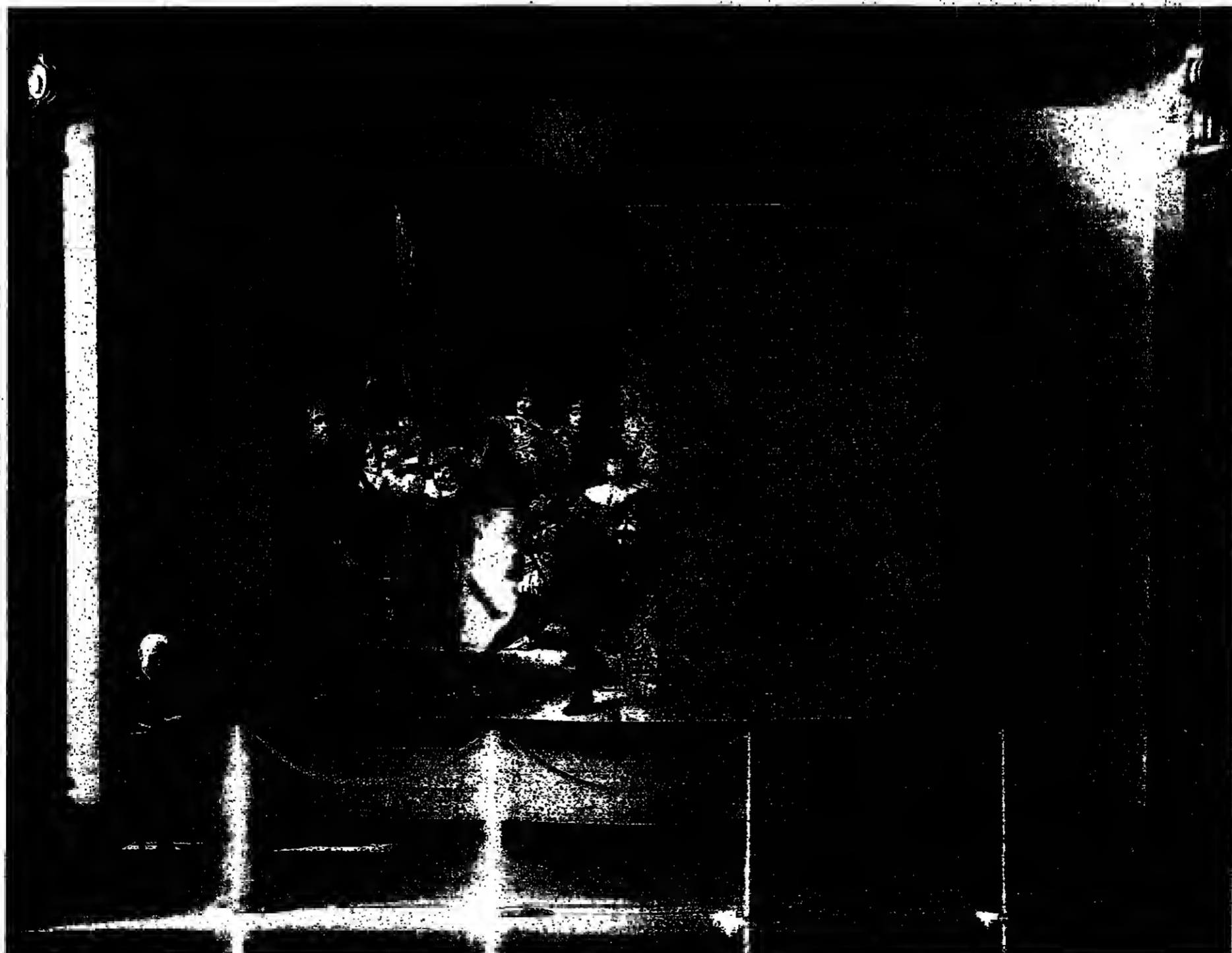
Last week's investment will also enable Tayto to create 30 extra jobs during the next two years.

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The Postbank is a public limited liability company, whose single shareholder, at present, is the State of the Netherlands.

In Holland the Postbank is a national institution. Internationally we seem to have a low profile, because until recently we have concentrated on the domestic market.

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UK NEWS

Jaguar's global sales rise 8% over nine months

By Kevin Done, Motor Industry Correspondent

JAGUAR, the UK luxury car maker, increased its worldwide sales in the first nine months of the year by 8 per cent to 38,003 units and increased production by 15 per cent despite falling demand in the US, its single most important market.

Jaguar profits have slumped this year chiefly under the impact of the fall in the value of the dollar and the weakness of the US market for luxury imported European cars, which has prevented the company from increasing its US sales.

While profits more than halved in the first half of 1988 to £22.5m, the company's weakest performance since privatisation in 1984, Jaguar sales have continued to rise, although less quickly than the company was confidently predicting a year ago.

In the UK, Jaguar's second biggest market, sales have increased by 31 per cent in the first nine months to 12,248 units, while sales to continental Europe have also jumped by 31 per cent to 6,113 units.

The biggest gains were achieved in France (plus 40 per cent), Belgium (plus 31 per cent), Italy (plus 28 per cent) and Spain (plus 25 per cent).

Jaguar is also making increasing inroads into overseas markets, led by Japan, where sales have more than doubled to 773 units in the first nine months in line with reaching the company target for sales of more than 1,000 cars in the full year.

Sales in the US, which account for 40 per cent of the total, have dropped by 8.7 per cent in the first nine months to 14,915 cars from 16,240 a year ago, but Jaguar said yesterday that there were now positive signs that the trend of falling sales in the US had been reversed.

The introduction of new models for the 1989 US model year had "produced a boost in order intake at dealer level which provides some evidence of an increase in demand", said the company. It forecast that November US sales would be higher than a year ago.

Jaguar claimed that it had outperformed most of its imported rivals without resorting to discounting and sales incentives and that its US stocks were lower than its competitors. BMW and Mercedes-Benz had been "discounting savagely", said Jaguar.

Production rose by 15 per cent in the first nine months to 40,383 units and is expected to total 52,000-53,000 units for the year and at least 55,000 units in 1989 compared with 43,020 in 1987. Some 12 months ago Jaguar had forecast production this year of 56,000 units and 60,000 in 1989, but these ambitions have been hit by the fall in US sales.

House purchase loans reach £43.4bn peak

By Simon Holberton, Economics Staff

THE STRENGTH of demand for housing finance during the summer was yesterday underlined by official figures which showed that UK and foreign banks lent a record £43.4bn for house purchases in the first three months to the end of August.

The Bank of England figures showed that lending for housing was 27 per cent higher during that quarter than for the same period a year ago and 8.5 per cent higher than for the March to May period.

Lending to property companies was also buoyant. It rose during the quarter by £2.1bn to £17.8bn, to stand nearly 60 per cent up on a year earlier and 14 per cent higher than the previous three month period.

Mortgage lending rose by £3.7bn, but a part of this may have been because borrowers rushed to complete purchases before changes to the mortgage interest relief scheme. Since August there have been signs of a slower borrowing pace.

Sterling gets that shrinking feeling

By Ralph Atkins, Economics Staff

THE FIVE pound note in your pocket is on the decline - and that's official.

From 1988 the £5 note will look just 83 per cent of what it used to be, the Bank of England said yesterday. The £10, £20 and £50 notes will also shrink.

Collectors of bank notes - for their historic, rather than monetary, value - with an affection for the current Series D range have limited time to amass prize specimens.

The Bank says the growing use of high denomination notes means smaller denominations are more convenient. Britain has big notes by international standards and slim-line denominations will cut production costs.

"The bigger the note the more trees you have to knock down," said an environmentalist-ly-conscious Bank official.

The distinctive set, designated Series E, will be introduced in phases to replace the existing 20-year-old design. The £5 note will change first.

Currently, the number of £5 notes in circulation totals 368m. The £10 note is more popular with about 610m.

The official explanation for the early announcement is that it gives manufacturers and users of note-handling equipment time to adjust.

Perhaps more importantly, it will ease the shock for a British public which is notoriously conservative about currency changes and has seen its bank notes contract roughly in line with the demise of the Empire.

Like car manufacturers, the Bank has a policy of constantly upgrading its notes. However Series E represents a complete new model. It is the fifth collection since Series A which ran from 1928-1962.

As with existing notes, the modified denominations will vary in size to help the blind.

They will have an updated portrait of the Queen on the front and the back of each denomination will show a portrait of "an historical figure."

So far no selection has been made from among Britain's great and worthy.

Hurd fails to arrest worries over crime

Police seek even further manpower additions, says Alan Pike

There were no cries of wild relief from Britain's police chiefs yesterday when they heard Mr Douglas Hurd, Home Secretary, announce a 1,100 increase in police manpower. They were looking for increases on a much bigger scale - and believe public opinion is behind them.

The three organisations which together represent all ranks of the police - the Association of Chief Police Officers, the Police Superintendents' Association and the Police Federation - have all given a warning to Mr Hurd that they face a manpower crisis.

Calls from the police for increased resources are far from new. Police strength has grown by more than 18,000 since 1978 and the calls have not abated.

But a plea last week was phrased in the language of crisis. Mr Roger Birch, chief constable of Sussex, speaking for the three organisations, said that the police were losing control of the streets and were beginning to lose public support.

"The public is crying out for something we can no longer in truth deliver," he told the Home Secretary.

When Mr Birch made his comments senior officers already knew that Mr Hurd was certain to announce an increase in police numbers at

the Conservative Party Conference yesterday. Home Office officials have been in negotiations with the Treasury over extra resources for some time.

As a result, Mr Hurd was able to announce a 1,100 increase in strength next year with further "substantial increases" later.

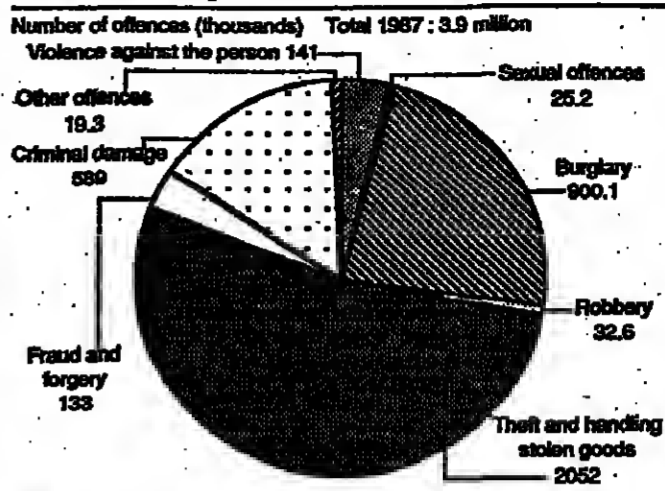
Mr Birch's call to the Home Secretary was significant for its clarity in spelling out what the police believe is at stake if they do not get the resources - Britain's entire traditional concept of policing.

The image of the police which senior officers like best is of the traditional "bobby on the beat" - the local officer who, simply by being there, raises public confidence and acts as a deterrent to crime and hoodlumism. The image of themselves which the police like least is as a paramilitary force, dashing around by the wauland and wading in with riot gear.

Yet police chiefs believe it is the very absence of enough officers on the streets which is turning an increasing number of trivial incidents into violent confrontations.

One of the problems which the police face is the absence of any provable link between police numbers and a reduction in crime. There was, to the year to June, 1988, a 0.6 per cent drop in overall crime - the first reduction for five

Offences reported to Police



years. Yet the public perception is probably quite different because crimes of violence - on of the main areas of public concern - rose by 18.9 per cent.

Pressure groups on the radical right, having made some progress in persuading the Home Office to move towards serious experiments with private prisons, have turned their attention to the police. They are questioning why the service should be excluded from the drive for greater efficiency which has swept through most of the public sector during the Thatcher years.

Mr Hurd has recently shown a few signs of pondering such issues himself. He has spoken of the need to get to grips with the problem of the lax police officer - once through their probationary period, police men and women enjoy high degrees of protection from dismissal unless they commit serious disciplinary offences.

There are now signs of the Home Office taking a growing interest in police management and efficiency.

Chief police officers respond by stressing that the service has already improved effi-

ciency. Civilianisation - a sort of police privatisation in which non-operational tasks are taken over by cheaper civilian workers - in far advanced although sometimes with only qualified support.

A cartoon in the latest issue of Police, the Police Federation journal, shows an injured Home Office official being carried out of a courtroom in which a brawl is in progress. "Yes, it was our idea to get police officers off court duties, to deal with all this violence on the streets," the official comments.

Police officers fear that calls for greater efficiency might lead to an attempt to move to some form of policing-by-results, based on crime clear-up rates and similar measures. This, they say, could produce a much more selective and aggressive form of policing.

In reality police forces already operate a type of policing-by-results system.

And the argument about improving police efficiency quickly becomes circular. Much successful police work depends on making contacts and gathering information. This relies upon having sufficient personnel to do the job. Britain's police forces will, therefore, pause briefly to thank Mr Hurd for the increase in their numbers announced yesterday, before renewing calls for more of the same.

Government rejects bid for rise in grants to replant trees

By John Hunt, Environment Correspondent

THE GOVERNMENT last night rejected a request to increase the amount of grants it has already provided for the replacement of trees lost in the great storm which hit England to October last year.

The Government made its response to a report issued last night by the technical co-ordinating committee which was set up to report on the effects of the storm.

The committee estimates 3.7m cubic metres of timber were blown down in woodlands alone, 1.5m trees were affected in orchards, 200,000 non-woodland trees were lost in the

countrywide and 500,000 were badly damaged.

The report recommends an examination of the adequacy of present grant schemes for replacement of trees lost in the storm. All the contributors to the survey of storm damage indicated the need for careful planning and research to restore trees.

"These require additional monetary and manpower resources," it states. But a spokesman for the Department of the Environment said the Government had already given £7m for the period 1987-1990 to replace trees.

The Government's response says present grant schemes are adequate but the rate of planting in affected areas will have to be carefully monitored.

It points out that it had already agreed a supplement should be paid on top of normal Forest Commission planting grants in the affected areas. Additional planting grants were also made available through Task Force Trees and English Heritage.

The Environment Department will, however, make an additional £18,000 available for the Arboricultural Advisory and Information Service.

Water bodies face poor service fines

By Our Environment Correspondent

WATER AUTHORITIES may face a system of financial penalties for poor customer service when they are privatised at the end of next year.

A customers' charter that would include a business courtesy scheme is under discussion between the representatives of the water industry and the Government.

The discussions are taking place before publication of the water privatisation bill which will go before Parliament in the coming session.

It is intended that the 10 large water authorities should go private at the end of next

year.

The possibility of financial penalties was disclosed by Mr Bill Harper, managing director of Thames Water, when he spoke to the national water conference in London.

He said that the industry was discussing with the Government a system of automatic payments to compensate customers for poor performance in key areas. If, for instance, entail payment if letters were not answered or appointments not kept.

"The management process will have to be consumer orientated," he said.

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TECHNOLOGY

Beauty is only skin deep, so the saying goes. But as cosmetics companies increasingly promote their products on the basis of high technology content, it becomes rather less apt.

Indeed, behind the latest developments lie layers upon layers of definition and legal interpretation that go to the heart of one of the fastest growing parts of the cosmetics industry.

In the US, the Food and Drug Administration (FDA), which is responsible for licensing drugs, is locked in battle with the blue chip cosmetics companies over the claims those companies make for some of their products. The FDA believes that many of the claims are unjustifiable and has told 23 companies that they have to change their labelling and advertising.

One cosmetics company, Estée Lauder, has decided to retaliate by filing a suit in the Federal District Court in Washington DC. The company has asked the court to make an independent judgement about whether or not its labelling and advertising claims are fair, calling the FDA's decision "arbitrary and capricious".

The clash of opinions centres on the expensive creams which cosmetic companies claim have anti-ageing properties. Assertions made about the products include that they:

- increase oxygen consumption by skin cells;
- speed up the repair of DNA, the genetic building block molecule;
- stimulate the growth of skin cells and the connective tissue in the cells;
- replenish matrix proteins, such as collagen, which form the skeleton and the framework of the skin.

The FDA says that these can amount to medical claims, which may mean that some of the products should be licensed as drugs.

At the centre of the argument is a small but lucrative part of the cosmetics business. Estée Lauder estimates, for example, that \$100m worth of its annual business in the US alone is under threat because of the FDA ruling.

The market for anti-ageing products is one of the fastest growing areas of the cosmetics business. This is fed by the increasing number of older consumers with greater disposable income than hitherto, and by the trend for men as well as women to be drawn on to the anti-ageing bandwagon.

It was the introduction of an anti-ageing product, called Glycol, that sparked off the dispute between the FDA and the American companies, in April of last year. Glycol was endorsed by Dr Christiaan Barnard, the former heart transplant surgeon.

When the FDA began to look into the medical claims made by the manufacturers of Glycol, it discovered that many established cosmetics companies were making similar statements. It wrote to 23 companies telling them to review their advertising.

Most have made minor changes, but the FDA says that it is still not satisfied with the progress. Hanging over the heads of the cosmetics companies is the threat that if they do not toe the line, the FDA will seize their products.

Why cosmetics have entered a grey area

Della Bradshaw examines the implications of a debate about sophisticated creams

In Europe, although the debate has been more low key, the argument remains the same: where does the line fall between a cosmetic and a drug?

The UK Department of Trade and Industry (DTI) has begun to investigate certain products which are said to regenerate cell growth through the inclusion of extracts of spleen. According to a spokesman, the DTI is concerned that if the products make healthy cells proliferate, they may make cancer cells proliferate as well.

One of the most outspoken lobbyists for the licensing of certain anti-ageing cosmetics is Malcolm Greaves, professor of dermatology at St Thomas's Hospital, London. "I suspect a small percentage of these performance cosmetics, probably around 10 per cent, may give rise for concern, whereas in 90 per cent of the cases companies are just making wild claims in their advertising. The problem is we just don't know."

Like the FDA, Greaves believes that if the products affect the structure of the skin, they are drugs. If not, their advertising should be changed.

Two controversial ingredients of many anti-ageing creams are liposomes and niosomes. They wrap themselves around the active substances in the creams to make it easier for those constituents to penetrate the skin.

Liposomes and niosomes are also being investigated by pharmaceutical companies as a way of transporting drugs into the body. In the US in particular, millions of dollars have been invested in research by drug companies on the use of the two substances for transdermal drug application.

The Advertising Standards Authority (ASA) in the UK asked its team of dermatologists to look at the liposome process to determine its effect. It concluded that cosmetics incorporating liposomes and niosomes do allow substances to penetrate the skin and therefore have an ameliorating effect on superficial lines. As a result, the ASA has given a number of companies the go-ahead to claim in advertisements that the creams do help to eliminate wrinkles.

Jan Kelloway, Professor of Pharmaceutics at the University of Wales, says that the liposomes in themselves are not harmful; it is the substances that they transport into the skin which

should be under scrutiny.

He has investigated some of the other ingredients and his conclusion is that the anti-ageing creams do not need licensing. "The products themselves use very clever formulae, but they don't seem to me to justify the use of such sophisticated technology. They are a very expensive way of buying a moisturiser."

Companies refute this argument by saying that the proof of the creams is in the using.

"The product speaks for itself," says a spokeswoman for Christian Dior of the company's anti-ageing cream, Capture, which has been on the market for two years. "It was intensively researched by the Pasteur Institute, and people who have used Capture continue to buy it." The product accounts for nine per cent of Dior's beauty business, which includes perfumes and make-up.

A new preparation, called Retin-A, has served to blur further the distinction between a prescription drug and cosmetic creams. It was developed in the US by Johnson & Johnson as a treatment for acne, but is now being heralded as an anti-ageing cream. In both the US and the European Community, Retin-A has been categorised as a prescription only drug.

Cilag, a UK subsidiary of Johnson & Johnson, is planning to ask the UK Government to extend the use of the preparation to cover two skin complaints caused by high exposure to ultra-violet radiation. Kenneth Waiters, medical director of Cilag, believes that Retin-A needs to be prescribed following medical diagnosis to ensure that the skin damage does not represent an early form of cancer.

Retin-A is a synthetic analogue of vitamin A, specially developed so that it can be absorbed through the skin. With that in mind, Greaves believes that questions should be asked about cosmetic creams that contain vitamin A. Marion Kelly, director general of the Cosmetic, Toiletory and Perfumery Association in the UK, says that the issue has been exaggerated. "If you rub cod liver oil cream on your face that will contain vitamin A. In itself vitamin A is not used as a treatment, but cosmetic companies are free to put it in their products, as they are with vitamin E."



The young look that anti-ageing creams try to recapture

She believes that the advertising argument has arisen because there is a far tighter regulatory framework for drug licensing in the US. "In the US, some dandruff shampoos, sunscreens and toothpastes have to be licensed as over-the-counter drugs," she says.

Nevertheless, cosmetics companies are rightly nervous about their products being classified as drugs. Dior says that it took seven years of research and collaborative studies between its laboratories and the Pasteur Institute to develop Capture.

But it can take up to 13 years to get a new drug on to the market in the UK. The longest stretch is the six to eight year clinical development phase, when a controlled number of patients are treated with the drug.

In the US, the timescales are even more protracted and there is no mutual recognition of drug approvals between countries - every new drug has to be tested in each one.

Even in the EC, where a procedure has been set up for mutual recognition, member states remain reluctant to accept the results of tests in other countries. There is now an effort to set up a central authority for drug approval in Europe.

And if the anti-ageing creams were licensed as drugs, the main outlets for them would be chemist's shops, rather than the up-market department stores where most of the creams are sold today.

A venturesome way to keep a product rolling

Terry Dodsworth explains why ICL hived off a division

When the ICL computer group was shifting its business focus to concentrate on the office systems sector, it hit on the problem of what to do with its parallel processing division.

This part of the UK company had developed a computer, known as DAP (distributed array processor), which was capable of working very rapidly on specific problems. But the technology needed further development, and ICL had decided that the scientific and technical markets at which DAP was aimed were not among its priorities.

So how could ICL both pull out of direct involvement and maintain a financial interest in a technology which had been absorbing funds for the best part of 10 years? The answer, hit upon by David Dace, head of collaborative activities, was to hive it off into a venture capital start-up in which ICL maintained an interest.

The deal left the computer group with 25 per cent of the equity in the hived-off DAP division, renamed Active Memory Technology (AMT). The other 75 per cent and the patents for the AMT machine were handed over to a group of investors put together by Advent, the high technology venture capital organisation, and AMT's management. This group then put up fresh development capital for the reincarnated company - an initial sum of \$4.2m followed this year by a further \$4.8m.

What persuaded the investment group that the gamble was worth taking? The risks had been well drummed in by the difficulties or failures of several British computer start-ups, from Apricot to Sinclair and Acorn. Indeed, Neil Pearce, investment manager at Advent, says that his initial reaction was "no way would I support the company. But after several months of looking at the figures he changed his mind."

First, he became convinced that there was a substantial and potentially profitable market for the machine, if it could be produced at the right cost.

By the early 1980s, a number of the original versions of the computer had been sold. A variety of software had already been designed and customers

had found that the machines were ideal for certain, fairly specific applications.

Unlike some parallel processing computers which use a small number of powerful microprocessors, the DAP employs a large number of small processors - just over 1,000 in all. Each one performs a similar task simultaneously.

They are exceptionally good, for example, at sorting out data into a screen image. Each processor is given responsibility for small cluster of the dots that create the picture and, when finished, moves on to the next cluster. Other applications where the machine is reckoned to go well are in screen simulation and sorting text.

Second, advances in semiconductor technology had opened up the prospect of large savings in production costs. Chip prices had tumbled, which meant that specialised machines could be sold at a level that would command a relatively wide market.

As more power was packed on to smaller semiconductors, it became possible to shrink the machine to the size of a small filing cabinet. This could be attached to an off-the-shelf minicomputer or workstation.

DAP has been designed for connection to either Sun workstations or Digital Equipment Vax machines. "This was a case where the technology had caught up with the design. The economics had come right," says Pearce.

Within a year of its launch in October 1986, the group was ready to deliver its first computers. It has sold 19, priced at about \$100,000 each, on both sides of the Atlantic, breaking into several of its target markets such as universities, the US defence sector, Government laboratories and high technology industry. It has just launched a second, more powerful \$250,000 machine.

"We are running on target," says Geoff Manning, the chairman. "We should be making money by next year or in the final quarter of this year."

The rapidity of AMT's expansion owes a great deal to a decision to develop the company from the start as an Anglo-American organisation.

The close-knit group of venture capitalists, ICL executives

and consultants who put the enterprise together believed that the US market, which accounts for more than 50 per cent of world computer sales, was important to its success. They wanted AMT to seem like an American company to US customers, hence its two development centres, one at Reading in Berkshire and the other at Irvine, California.

Manning, a former director of the UK Government's Rutherford Appleton Laboratory, concedes that there are problems in running such a company, but says these are easily outweighed by the advantages. AMT's US roots increase its acceptability to indigenous customers, who are more attuned to dealing with American start-ups than British ones.

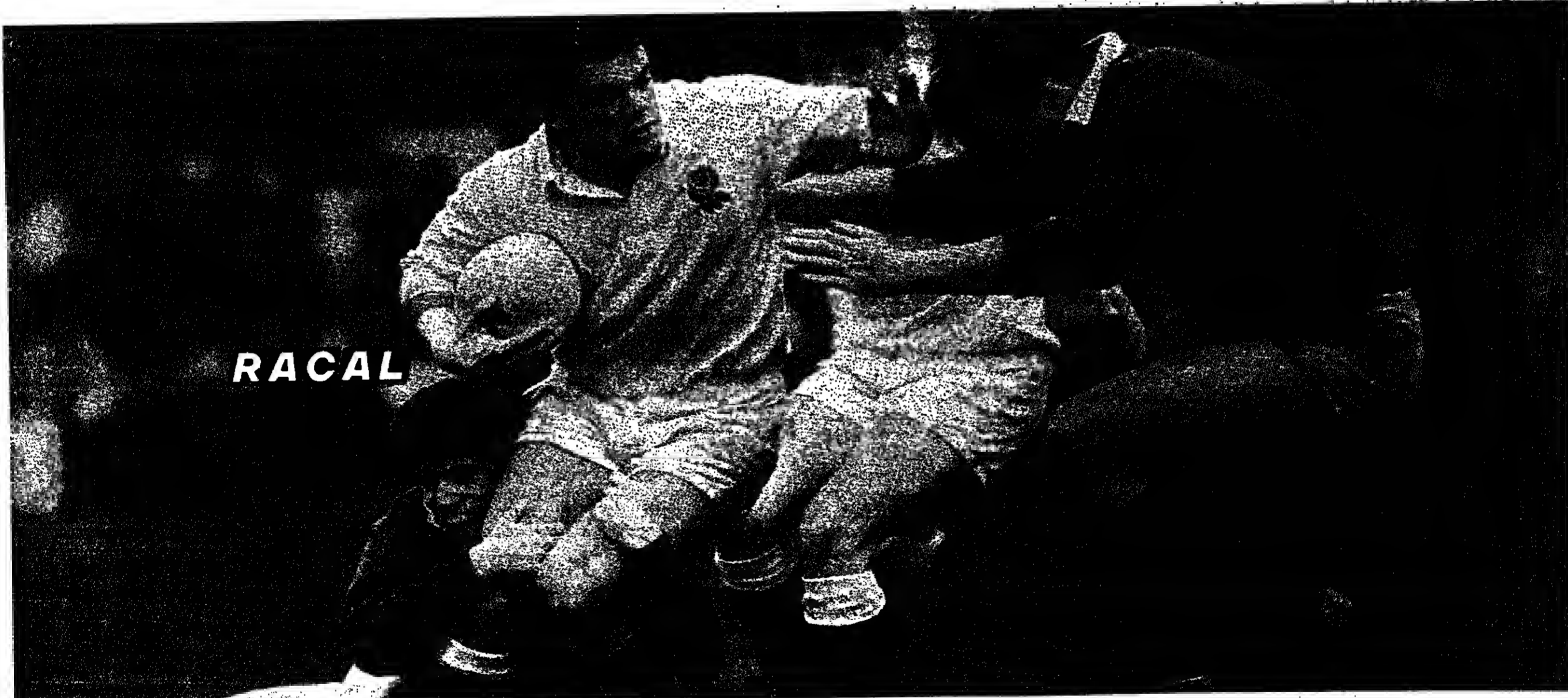
Another advantage is that US component suppliers deal more readily with new venture capital outfits than their British counterparts do; and AMT has easier access to semiconductor technology in the US, where it chips and manufactures its machines.

On the other hand, the group has been able to draw on the UK's strength in software design.

AMT's next challenge is to show that it can achieve enough orders to generate the returns expected by the venture capital group. It has some way to go on this score, given the targets typically set by investment groups - something like a three to five times gain on their capital over a five-year period.

Nevertheless, Dace is convinced that he made the right decision in seeking a radical approach to the development of ICL's parallel processing technology. ICL has saved itself development cash - the \$9m that has been sunk in AMT - maintained an interest that could yield a healthy return and brought the DAP machine to market in a way that would not have been possible within the larger group.

"I have been extremely impressed by the commitment of the management and the speed with which a small organisation can move," he says. "There is no doubt that you can do things like this in a start-up environment better than in a large company."



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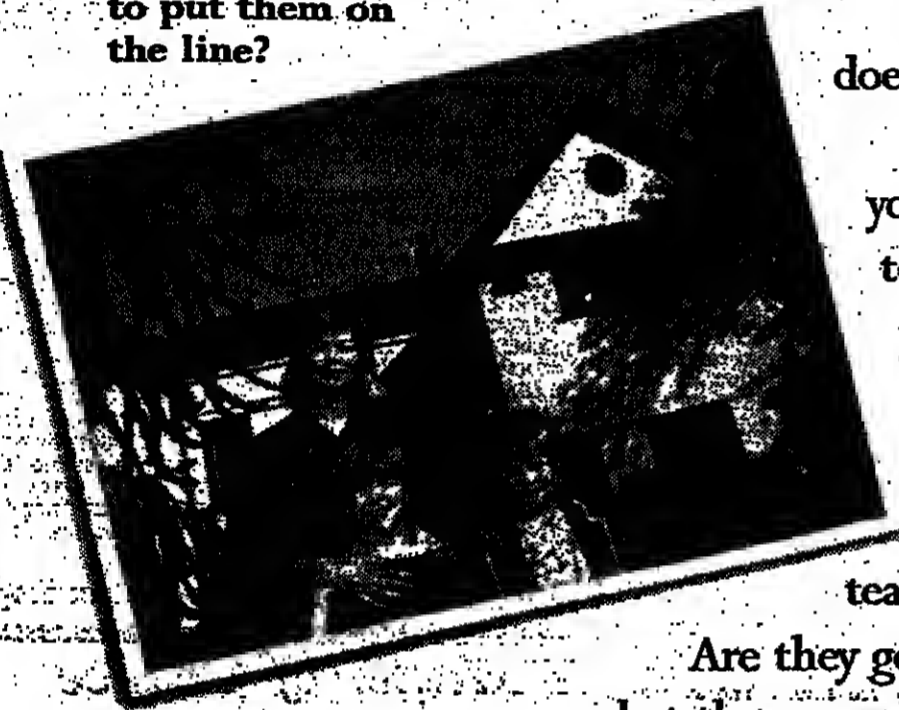
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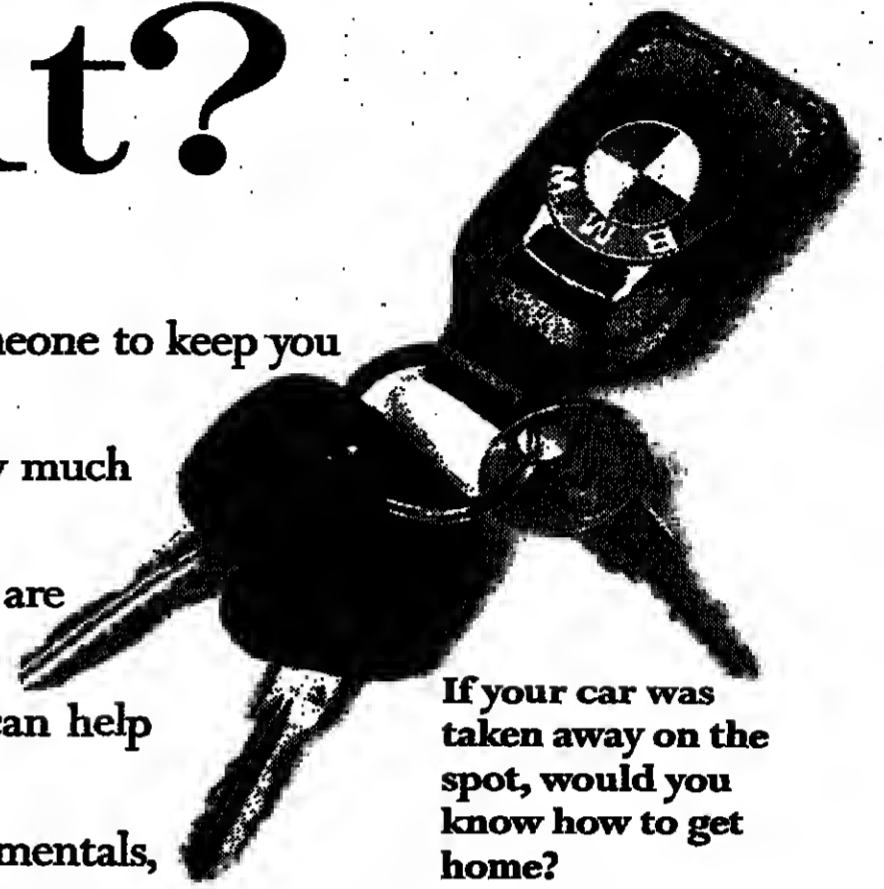
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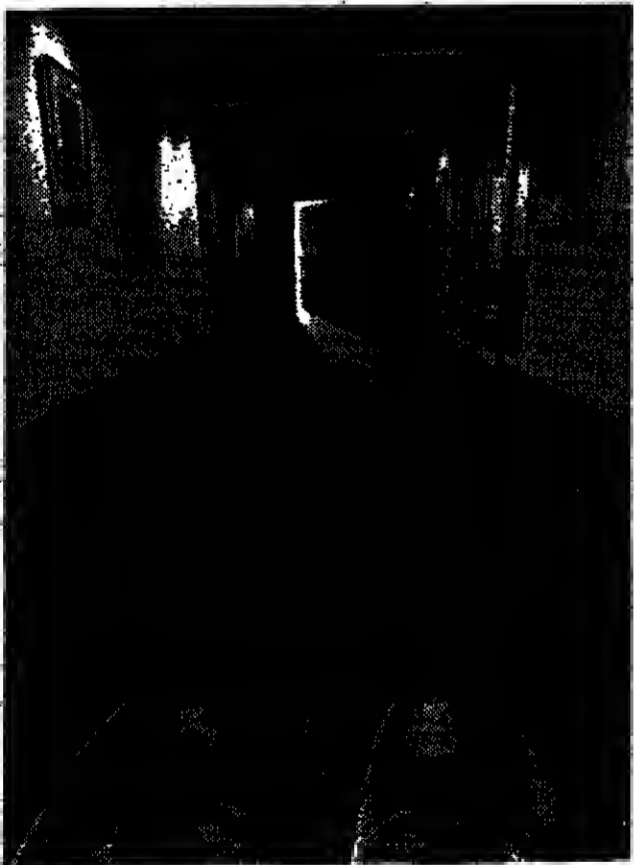
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ECONOMIC VIEWPOINT

LOMBARD

Europe need not be corporatist

Identity crisis in Canada

By Samuel Brittan

By David Owen

Mrs Thatcher's Bruges speech on the future of the European Community deserved neither the slating it received from the Euro-lynn nor the rapture from the wavers of the Union flag. Her written text at least was not anti-European. The Prime Minister dwelt fondly on Britain's historical and cultural involvement with the Continent. She also gave a very necessary warning about the Community tendency to overregulate and to distort competitive markets. "We have not successfully rolled back the frontiers of the state in Britain, only to see them reimposed at a European level. Amen to that."

'We have not rolled back the frontiers of the state in Britain only to see them reimposed at a European level'

two different levels - the tactical-political and the fundamental. At the first level, Mrs Thatcher would be in a much better position to oppose harmonisation for harmonisation's sake, or provisions for union seats on company boards, if she were seen to accept without reservation and even with some cheerfulness the idea of a Europe without frontiers. She would stand a much better chance of leading the movement towards European unity in a free market direction if she were in its front line - where her best friends would hardly place her now.

hand, whom the present British Prime Minister seeks to emulate, surprised friend and foe alike by accepting the full obligations of the EEC long before the Rome Treaty required him to do. The bigger mistake is to write off all supranational elements as hopelessly collectivist. The issue is less simply: The Brussels Commission normally presses for a lower degree of protection and subsidy than its member governments desire. The possibility is that when it is defeated, it still prefers a Euro solution, however bad, to returning policy to member governments - as would be desirable, for instance in agriculture.

The European Community is one of the few "rule of law" constraints on the actions of a government elected with a temporary plurality. Not even Mrs Thatcher will last for ever; and a time will come when her present followers will welcome such constraints, whether internal or external. Meanwhile in her Bruges speech, Mrs Thatcher suggested four guiding principles for the Community: • Willing and active co-operation between sovereign states; • Promote policies which remove barriers and encourage enterprise; • Europe should not be protectionist; • One could split a lot of ink debating the first principle: Europe des Patries versus supranationalism. But it would be pointless. Mrs Thatcher's own second point about a practical approach suggests that we do not become bogged down in arguments about the essence of the Community but try to improve it.



The least surprising omission from Mrs Thatcher's speech, despite her emphasis on the already practical, was any mention whatever of the European Monetary System. Maybe she is being misled into hoping that the EMS will collapse when capital controls are removed - ahead of the full internal market - in 1990. She would then be making just as great an error as those who supposed that the EMS itself would never start or the EEC before it. One extremely highly placed French authority, recently reminded me that France had already gone nearly all the way

to freeing currency movements across the frontier and that if there were any insurmountable strains, they would be showing already. There are two aspects of a unified market in 1992 capable of appealing to popular imagination. There is much argument about whether either is required by existing obligations. But if they were both accepted they would give a new wind to the Community. One is the removal of customs posts, so that the physical barriers which have traditionally divided one European state from another can be seen to have been removed. The second is dispensing with the services of the money changers, so that the same currency can be used on a journey from London to Munich as from London to Manchester. This cannot happen by 1992, but can at least be an aim. On neither issue has the British Government shown imagination. The Chancellor is right to oppose the Commission's proposals to harmonise value added tax within stated bands. He argues that (as in the case of US

What is resented in Canada about annexation to the US is not annexation itself, but the feeling that Canada would disappear into a larger entity without having anything of real distinction to contribute to that entity. (Northrup Frye) The recent "Vision of Europe" speech by Mrs Margaret Thatcher, the British Prime Minister, was received with interest in Canada, another country grappling with the consequences of closer economic ties with its neighbours. The theme is a mature one, having exercised the minds and passions of Canadians for over 100 years. It is also topical. The still unratified US-Canada free trade agreement is expected to make the question of increased North American economic integration the paramount issue in the forthcoming general election campaign. The positions already staked out by the respective party leaders suggest that Canadians will be asked to make a choice between material well-being and nationalism. Virtually nobody disputes that Prime Minister Brian Mulroney's trade deal will make Canada more prosperous. The quid pro quo, the opposition contends, is that the country's sovereignty will be impugned to an unacceptable degree and - as argued by Mr Ed Broadbent's New Democratic Party - that the rich will benefit at the expense of the poor. It is hard to predict which of these two perennially seductive appeals to the electorate - material well-being and nationalism - will hold sway. Viewed from this perspective, Mrs Thatcher's Bruges speech appears to be a prescient attempt to hitch both potent forces to the Conservative bandwagon. In her emphasis on deregulation and the demolition of barriers as the route to prosperity, she took several leaves out of fellow Conservative Mr Mulroney's free trade book. But in the weight which she accorded to sovereign nationhood and the importance of preserving national customs, traditions and identities, she was distinctly reminiscent of Mr Broadbent and Mr John Turner, the Canadian Liberal leader. Mrs Thatcher must, after all, be aware that the economic integration of Europe will feature far more prominently than at present for the average voter when her party seeks a fourth consecutive term in the early 1990s. By that time nationalism may have emerged as a fruitful vein for the opposition to tap - particularly if a few more corner-stones of corporate Britain succumb Rowntree-style to foreign takeover. Ultimately, however, nationalism is unlikely to prove as powerful an argument against integration in Europe as it is in Canada. Language barriers and other cultural differences are deeply entrenched in Britain, France and West Germany. With the exception of Quebec and the continent's surviving native groups, distinctions are far less clear-cut in North America. To paraphrase Mr Jacques Delors, it is in Europe that those in Europe are more important than what divides those in North America. Moreover, the differences which Canadians typically point to between their country and the US - no capital punishment, better social services and the parliamentary system itself - are legislative rather than cultural. True pan-Canadian cultural distinctions - apart from ice hockey and the Mounties - are much harder to pinpoint. The chronic Canadian identity crisis (allied to an understandable wariness of a compact with an economy larger by a factor of twelve) could paradoxically make a genuine free market between the two ostensibly similar cohabitants of the North American sub-continent more difficult to achieve than one between the dozen disparate nation states of the EC. Individual European countries, less unequal in size and comparatively secure in their own national psyche, are likely eventually to conclude that the benefits of forging closer economic links with their neighbours on the whole outweigh the drawbacks. Canadians, by contrast, may cleave obtusely to every last inch of "sovereignty", equating its erosion with the gradual loss of their very identity.

LETTERS

Perils of inflation-proofing

From Mr R.B. Colbran. Sir, Mr Tomkins (Letters, October 5) asks for my views on the suggestion that all funded pensions should be matched by index-linked stock. There is an immediate practical difficulty. The amount of index-linked stock in issue is, very approximately, only enough to cover about 20 per cent of the required liability. Of course that would not stop any one pension fund from buying such stock at the present time. However, that fund still could not guarantee indexing for all pensions because it would have no knowledge of either the terms or the availability of such stock at any time in the future. A wider issue Mr Tomkins raises is whether Government could take on inflation-proofing for all funded pensions. Unfortunately it seems that an inevitable consequence of inflation is that some sectors of the

Messy misunderstanding

From Mr Dennis R. Yeager. Sir, Lionel Barber ("Parched politics in Bubbaland," October 1) shares a common misconception about the "Don't mess with Texas" bumper stickers. The "Don't mess with Texas" campaign has nothing to do with Texas chauvinism. It is a statewide campaign against litter. Mr Barber probably would have been even more surprised had he noticed one of the official state signs along the roads carrying the same message and announcing the fine for failure to comply. You may wonder why a New Yorker knows so much about this. As everyone knows, New Yorkers think we know everything. Don't mess with New York. Dennis R. Yeager, 383 Seventh Avenue, New York, NY 10106

Autumn sowing reduces nitrate

From Dr Denis C. Hardwick. Sir, It was surprising that so well-informed an agriculturalist as David Richardson, when discussing the steady growth of autumn cereal planting (Farmer's Viewpoint, October 11), should not have mentioned the important environmental aspect. Autumn planting helps to soak up the nitrate produced from soil organic nitrogen in the autumn. We are already seeing the benefits of increased autumn cereal sowing in the reduced nitrate levels in some aquifers in eastern England. Higher yields are not the only reason for promoting autumn sowing. Denis C. Hardwick, The Fertiliser Manufacturers Association Ltd, Greenhill House, 90-93 Cowcross Street, EC1

'This particular doctrine should be attributed to others'

From Mr T. Congdon. Sir, Samuel Brittan's Economic Viewpoint ("The Burns doctrine: a closer look," October 6) on the balance of payments was, as usual, very worthwhile contribution to the debate on an economic policy. But the attribution to Sir Terence Burns of the view that a private-sector payments deficit does not matter is surprising. As far as I am aware, the first suggestion that a private-sector payments deficit was not a policy problem was made by Professor Max Corden in a lecture series in Chicago in 1976. It was published in the book based on the lectures, Inflation, Exchange Rates and the World Economy, in 1977. The key idea was clearly stated: "One should just assume for the purpose of discussing balance-of-payments issues that the private sector knows what it is doing, and what is good for it, as far as its spending and savings decisions are concerned."

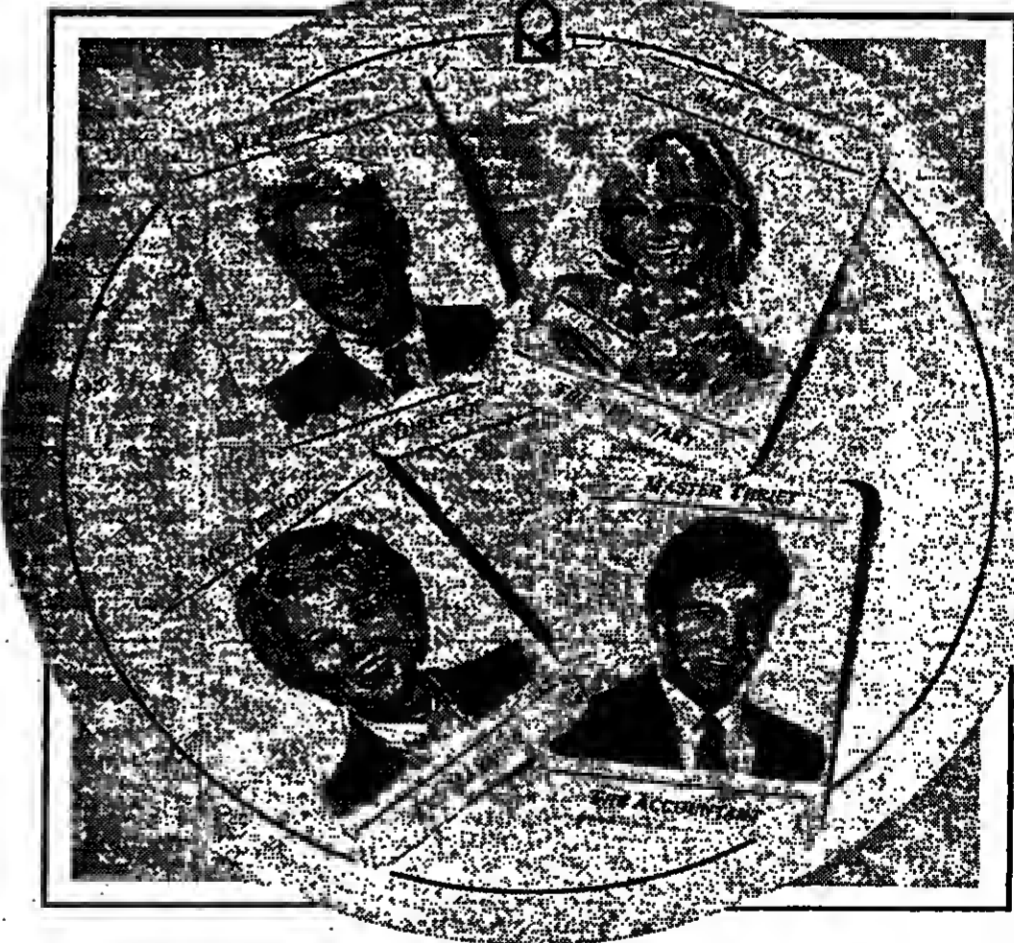
But Prof Corden's remarks were very brief. I decided to write them up properly and contributed an article, A new approach to the balance of payments, to the October 1982 issue of Lloyds Bank Review. The article provoked much criticism. The Review received letters of protest from Professor James Meade, Professor Anthony Thirlwall and Mr Roger Bootle, and these were published, with my reply, in the April 1983 issue. I am open to correction, but I believe that Sir Terence has not written anything specifically on the "new approach". He wrote widely about the balance of payments before his appointment as Chief Economic Adviser in 1979 and has undoubtedly been responsible for some excellent economic ideas since, but this particular doctrine should be attributed to others. Tim Congdon, 68 Alderney Street, SW1

An awfully one-dimensional view of economic freedom

From Mr Doug Henwood. Sir, It is surprising that a writer as thoughtful as Joe Rogaly ("As the conservative tide ebbs," September 10) should accept so uncritically the Hayek-Friedman line that "political freedom and economic freedom are indivisible. Control over the economic activities of individuals leads inexorably to control over all aspects of their lives." Recent history proves no such thing. In fact, one could make the opposite argument: as markets are given freer rein, inequalities increase, requiring an amplification in the state's power, not its withering away.

Four examples immediately suggest themselves. • In Chile, Friedmanism has reigned for a decade, but formal democracy has proceeded much further in Latin American countries where the state retains a more active role in the economy, like Brazil and Argentina. • In the UK, the Government has enlarged its role in national life even as Mrs Thatcher was reducing its economic role. • In the US, civil liberties have suffered innumerable setbacks under Ronald Reagan. • Finally, Chinese reformers have shown little interest in promoting political liberalisation along with the economic variety: they like markets because they crank a disciplinary whip, not because they liberate individuals. While most libertarians worry about the dangers of concentrated governmental power, they are indifferent to concentrations of private power. But for most workers, their daily experience of work is not unlike living in an authoritarian state: they must follow instructions or face economic catastrophe. Nor do they have any say in what their societies produce, for whose benefit and under whose direction.

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CATERING BY UNDERSTANDING PEOPLE

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British Coal to be privatised 'after next election'

By Peter Riddell, Political Editor, in Brighton

BRITAIN'S Conservative government yesterday reaffirmed its intention to privatise the state-owned coal mining industry...

address on Friday, does not need to call a general election before 1992.

increase private sector investment in roads and possibly to privatise the country's state-owned rail network.

made by Mr Cecil Parkinson, the UK Energy Secretary, who raised the prospect that miners 'will be shareholders in their own industry.'

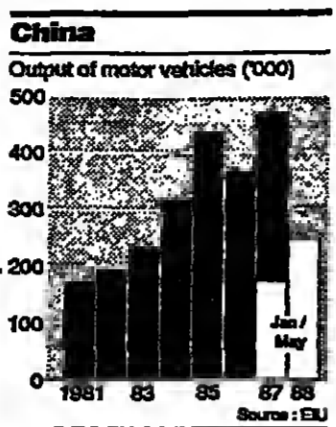
Labour government of Prime Minister Clement Attlee. In the 1970s and 1980s, the industry became a hotbed of trade union militancy.

Chinese take the brakes off car industry

Lynne Curry reports that demand for passenger cars is far outstripping production

A DECADE ago, Peking was a city of bicycles in which the traffic jam was virtually unknown.

although recently lowered, still range between 150 and 160 per cent of the purchase price.



The Number Two factory, known primarily for its large-scale truck production, is still believed to be negotiating with General Motors and Chrysler before selecting a foreign partner.

joint venture agreements require manufacturers to increase the amount of domestically-made components used every year.

Analysts believe, however, that Peking will have serious problems satisfying consumer needs over the next few years, let alone fulfilling the hope of some Chinese manufacturers to export cars on a massive scale.

more than the country had invested in its entire motor industry since the communist revolution in 1949.

The Number One factory has recently concluded a technology licensing agreement with Audi of West Germany to produce 30,000 Audi cars with Chrysler engines by 1992.

Pengcot of France and Chrysler of the US are the other foreign companies involved in joint venture automobile projects.

The nature of the problem was graphically illustrated when the Peking Jeep Corporation found itself without the necessary foreign exchange certificates to buy imported components for its Cherokee model.

The challenges and problems facing China's domestic motor industry have been shaped in large part by the country's stiff import regulations.

The joint target is to turn out 750,000 cars annually by the year 2000. In each of these factories, the Chinese have formed or are in the process of forming joint ventures with foreign partners, with the aim

of being able to export cars and compete on the world market.

the lack of high quality locally-made components is the chief obstacle to expanded production.

Poor infrastructure is another serious problem. An inadequate road system and insufficient petrol stations compound the problems manufacturers often face from shortages of raw materials.

Dukakis letter hints he would soften US line on agriculture

By William Dullforce in Geneva and Nancy Dunne in Washington

US POLICY on farm trade reform has been disowned by Mr Michael Dukakis, the Democratic candidate in the US presidential election.

Mr Dukakis's letter, copies of which are now circulating among trade negotiators in Geneva, said: 'In my view the Administration's proposal that all countries should end government intervention in agriculture over the next 10 years...

Trade Representative, referred to in a briefing for journalists in Washington yesterday.

Mr Jobs also introduced a high resolution laser printer which it claims will outperform any other on the market today for the extremely low price of \$2,000.

There is a revolution in computer use on college and university campuses," said Mr Jobs. He estimated that the 3,000 US colleges house over 12m students, many of whom need high-power computing.

Mr Dukakis's letter, copies of which are now circulating among trade negotiators in Geneva, said: 'In my view the Administration's proposal that all countries should end government intervention in agriculture over the next 10 years...

The proposal, meant to improve market access for food exporters, was contained in a paper read by Mr Amstutz at an informal meeting of senior negotiators. It has not been formally tabled in the Gatt talks, but Mr Clayton Yentler, the US

at an informal meeting of trade ministers at Islamabad 10 days ago, Mr Yentler appeared to put the Community on the wrong foot by offering to discuss the short-term reform measures preferred by the EC, provided the commitment to the long-term elimination of all farm supports was made at Montreal.

Mr Jobs called his computer a "desk-top mainframe," a system with the power of a main-frame computer housed in a single 1 ft black cube.

Mr Jobs called his computer a "desk-top mainframe," a system with the power of a main-frame computer housed in a single 1 ft black cube.

US trade figures undermine dollar

Continued from Page 1

figures would be an important factor in determining the future course of the dollar.

The dollar broke through the key 1150 level in Tokyo and weakened during the European and North American sessions as concerns over today's trade figures intensified financial markets' nervousness.

about the latest trade figures was heightened by reports of an October 7 letter from Senator William Proxmire, chairman of the influential Senate Banking Committee, to Mr Nicholas Brady, the new US Treasury Secretary.

Dukakis debate chance

Continued from Page 1

college vote for each senator and member of the House of Representatives.

Mr Dukakis is given 82 electoral votes, a dramatic turnaround since early August when a similar exercise gave him 288 electoral votes.

The consensus expectation for US trade in August is for a deficit of around \$11.5bn, up from July's \$9.5bn. However, rumours in London and New York of a higher deficit undermined an already fragile confidence in financial markets.

in London, the dollar slipped by more than 2 yen and 1 1/2 pence to close at Y129.9 and DML825.5 respectively, leaving the FT-SE 100 Share Index 24 down at 1,814.3 and the FT Ordinary Share Index 15.3 lower at 1,471.9.

Such estimates can only be taken as a general guide to the relative strength of the candidates, not least because in several of the states which the Field Institute assumes Mr Bush will win, the gap between the two is very narrow and could quickly close.

Mr Dukakis is given 82 electoral votes, a dramatic turnaround since early August when a similar exercise gave him 288 electoral votes.

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World weather table with columns for location, temperature, and weather conditions for various cities like London, New York, Tokyo, etc.

Bonn trade surplus jumps 10%

Continued from Page 1

from January to August up 6.5 per cent in nominal terms to DM360.8bn, and imports up 6.5 per cent to DM261.2bn, point to a further increase this year in the overall trade surplus. This was a record DM117bn last year.

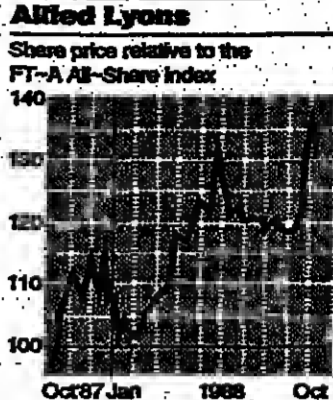
Officials also say that the West German current account surplus - which totalled DM61bn last year - will rise again in 1988. Between January and August, the current account surplus rose to DM49.5bn, 3 per cent up on the eight months figure last year.

of DM49.2bn.

Small table with 3 columns and 10 rows, possibly related to weather or regional data.

Racal waits for its US callers

This week's crack in sentiment towards the dollar is almost as surprising as its burst of strength three weeks ago...



Allied/Suntory With the long shadow of Mr Alan Bond on Allied-Lyons' share register, it is perhaps natural to assume that any move Allied makes at the moment is designed to put him off.

Share price relative to the FT-SE 100 share index. The graph shows a fluctuating line between 100 and 140, with a notable peak in late 1987 and a dip in early 1988.

Poor infrastructure is another serious problem. An inadequate road system and insufficient petrol stations compound the problems manufacturers often face from shortages of raw materials.

ring to a point where it is on the verge of being profitable it is now having to support the inherently profitable trading company, but for much less good reasons.

While the state-run manufacturers continue to struggle, some smaller, more flexible market-oriented car makers have emerged on the Chinese scene, inspired by the South Korean example.

Meanwhile, shareholders in Deutsche Bank and the other Klöckner companies may take little comfort from the fact that this seems to be a one-off. The losses would be neatly covered by sales of its major stakes in both Klöckner-Werke and in Klöckner-Humboldt-Deutz.

There is no doubt that Racal Telecom is a financial gold mine at present but this does not mean that it deserves to be priced at over 80 times earnings.

There is no doubt that Racal Telecom is a financial gold mine at present but this does not mean that it deserves to be priced at over 80 times earnings.

Deutsche Bank must be more than displeased at the carelessness with which Klöckner & Co has contrived to lose about twice its equity base dabbling in oil futures.

There is no doubt that Racal Telecom is a financial gold mine at present but this does not mean that it deserves to be priced at over 80 times earnings.

Advertisement for Bracknell and Reading offices. It features images of office buildings and text describing the space available for rent. Key information includes '£7.15 sqft* BRACKNELL', '£6.85 sqft* READING', and '£4.60 sqft* SOUTHAMPTON'. It also includes a form for requesting more information and a logo for Hampshire Development Association.

FINANCIAL CONTROLLER

London based subsidiary of major American Telecommunications Company has an immediate requirement for a Financial Controller to report directly to the UK Managing Director.

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Salary and benefits are competitive and will be commensurate with experience.
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White knuckles in the rust belt over benefit changes

By Richard Lambert

OPEBs. As an acronym, it does not sound like much of a threat. But don't be fooled. The letters stand for an accounting concept which is beginning to cause white knuckles in the American manufacturing sector and which, if fully adopted, might wipe out the earnings of companies such as General Motors or USX, which used to be known more familiarly as Big Steel.

All will be revealed within the next couple of months, when the US Financial Accounting Standards Board (FASB) is due to publish a long-awaited exposure draft on the treatment of other post-employment benefits (OPEBs). Those include accident and health insurance, life assurance, legal aid: in fact everything that a company promises to pay its workers after they have retired, apart from their pensions.

Big money is involved. General Motors, which like most other companies offers these benefits on a pay-as-you-go basis, charged an expense of \$200m (£480m) to its profits last year under that heading, compared with after-tax income of some \$3.6bn.

Today, around two thirds of US companies offer these benefits in one form or another, and the bigger they are, the more generous their terms: just about all the very large companies offer retiree health care benefits in one form or another.

The initials OPEB stand for a group of payments for retired workers that were agreed by many US employers in the 1960s. Yet only now are the consequences becoming clear. The payments could wipe out the earnings of companies such as General Motors and USX.

Typically, the plans will cover hospital costs, plus some doctors' fees and medicine. After the age of 65, some of the burden is shared with the government Medicare health scheme - but spending curbs are throwing an increasing slice of the costs back at the companies.

Most managers installed these schemes without a great deal of thought about the long-term consequences. Many of the plans were started around the mid-1960s, at about the same time as Medicare, when medical costs in real terms were much lower than they are today, and when the number of active workers far outweighed retired employees for most companies. Even five years ago, a typical steel company might have three active workers for every two retired: today in some cases there are two retired for every worker still on the payroll.

As a result, the potential liabilities for benefits of this kind are enormous. Estimates for the total unfunded liability for the US corporate sector range from around \$100bn all the way up to \$2 trillion and even higher. The impact will vary from company to company, and will be felt hardest by old-line, unionised manufacturers in the rust belt which have been offering these benefits for a long time, and have laid off large numbers of youngish people in the last few years. The least affected will be young, high-tech businesses with high value added and small workforces.

In most cases, these are not ex gratia payments, and it is not as though companies are free to cut back if they start to feel a financial strain. Attempts to do so have already resulted in litigation, and any attempts to cut benefits on any large scale are likely to result in legislation from an unsympathetic Congress.

The obligation is confined to US operations. For example, General Electric recorded a charge of \$278m last year in respect of retiree health and life insurance benefits (it uses a more conservative treatment than most companies); it added that "most retirees outside the US are covered by government programmes and GE's cost... is not significant."

Some companies do not even bother to record the annual expense as a footnote in their accounts, and many apparently have no idea about the scale of their aggregate liabilities.

The FASB wants to change all that. It believes that the benefits represent a form of deferred compensation, just like pensions, and that an obligation should be recognised in accounting terms based on services rendered. In essence, it is saying that companies will have to accrue benefit costs as employees earn them.

The company will first have to measure what is termed its expected benefit obligation, by measuring its current costs and making projections about future outlays on the basis of trends in medical expenses, life expectancy and other factors. The obligation will be discounted on a present value basis, and the charge to profits will be spread over the period that the benefits are earned.

Then there is the question of accounting for benefits that have been offered in the past, and have not been funded. Under the FASB plan, this so-called transition obligation would normally be written off against profits on a straight-line basis over a period of approximately 15 years.

In layman's terms, what this adds up to is a very substantial increase in the amount charged to profits each year to cover these benefits. Mr John Deming, of KPMG Peat Marwick in New York, suggests that the figure could be three or four times the amount set aside on the pay-as-you-go basis. For a number of companies in the rust belt, an increase on that scale would wipe out the profit figure.

So the FASB's proposals will be highly controversial. Mr Art Siegel, of Price Waterhouse, suggests that opposition will come on several different levels. Some will argue that this whole basis of accounting is inappropriate since the benefits do not come into effect until the employee is eligible for retirement. Others will say that future costs are impossible to estimate, and that it is therefore absurd to pretend that the benefits can be calculated on the same actuarial basis as a pension scheme.

RETIREE COSTS FOR US COMPANIES IN 1987

	Net Income	Expense for OPEBs
	\$m	\$m
USX	219	127
Ford	4,825	341
Gen Motors	3,551	820
Caterpillar	350	54
Alcoa	200	32

Finally, there is the big business lobby, which is beginning to make its voice heard. It will argue that by insisting on what are no more than book-keeping items, the FASB will place US companies at a disadvantage vis-à-vis their international competitors by imposing a standard that will take a great slice out of their profits and tangible net assets. Protests from the business community have delayed publication of the exposure draft by several months, and have already brought some minor modifications to the FASB's proposals.

The likelihood is that a standard will be imposed for dealing with these benefits: the big question is about how far the FASB may be inclined to compromise in order to shed some light on these enormous liabilities. The coming exposure draft will probably be on the table for about six months, longer than normal because of the controversy it is already creating. That will be followed by public hearings next summer, with a final statement ready by the middle of 1990. On that timetable, the new standard would probably start to bite from 1992.

Even if the lobbyists are successful in crimping FASB's new rule, OPEBs will still come home to roost as a heavy drain on profits. Ignoring the issue would mean higher profits today - but would store up trouble for the future.

ACCOUNTANCY APPOINTMENTS

Financial Controller

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The Company is a leading manufacturer and supplier of home fashion products. The products are high quality and backed by an excellent service to the upper end of the retail and contract markets. This growing business has achieved a turnover of around £15 million and as an autonomous part of a large U.S. textile corporation, the Company has ambitious expansion plans for European markets.

Reporting to the Chief Executive, the Financial Controller will play a key strategic role in developing and running the business throughout the UK and Europe. This will include long term planning, forecasting and budgeting along with ensuring business targets are achieved and controls are maintained. Through a strong support team, there will be responsibility for controlling local, European and U.S. reporting, as well as managing cash, inventory and operations planning. An initial task will involve overseeing the implementation of a new integrated computer system.

Candidates should be qualified accountants probably in their 30s with a practical business background and sound commercial judgement. Exposure to European operations would be useful and strengths must include the ability to control operations, develop systems and initiate change. Well developed interpersonal skills, proven team leadership abilities and a down to earth approach are essential qualities. Overall, candidates must be capable of taking the leading financial role and growing with the job in this autonomous Company.

Please reply in confidence giving concise career, salary and personal details to:
Michael Fahay, Ref E2123,
Arthur Young Corporate Resourcing,
Chiswell House, 5-11 Fetter Lane,
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Reporting to the Managing Director, the Finance Director will be responsible for accounting, control and management information. However, there will be a strong emphasis on the evaluation of acquisition and start up opportunities. The early focus will also be on the establishment of systems and procedures to support a substantial, regionally structured business.

You should be a qualified accountant, probably in your early thirties with an established track record of increasing responsibility. Exposure to the standards of a large company, ideally both at head office and subsidiary level, is required. On a personal level, you should be energetic, able to make things happen and have excellent commercial judgement.

Please reply in confidence, giving concise career, personal and salary details, quoting Ref. L374, to:

Egor International Ltd, Metro House,
5th Floor, 58 St. James's Street,
London SW1A 1LD. Tel: 01-629 5070.

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EXECUTIVE SELECTION

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MEB Finance Director

Main Board Status-Privatisation and beyond

High Competitive Package West Midlands

Midlands Electricity is one of the largest electricity boards in the country with a turnover exceeding £1 billion. Privatisation presents MEB with significant challenges and future opportunities. The board now requires a Finance Director to play a lead role both in the privatisation process and beyond. The appointee will make a major contribution to achieving MEB's business objective of providing a sustained competitive return for shareholders.

It is intended that the successful candidate should be appointed to the Board of the company which it is proposed will succeed MEB.

As a main board director, the appointee will hold a key position in the management team and will play a major role in the strategic planning of the company including the assessment of business expansion opportunities, the development of financial strategy and the provision of financial services.

Candidates should be qualified accountants, probably under 45, with extensive experience in a medium to large plc. The appointee will have well-developed managerial skills, established City relationships, and sufficient experience to build a successful treasury and taxation function.

The remuneration package will reflect the seniority of this appointment.

Candidates wishing to discuss this position further in confidence may telephone Janet Stockton on 01-378 7200. CVs (which will be discussed directly with our client) quoting reference MCS/30d1 should be sent to her at: Executive Selection Division Price Waterhouse Management Consultants Livery House 169 Edmund Street Birmingham B3 2JB

Price Waterhouse

Finance Director

Major British Group To £30,000 + Car

Our client, a highly successful and rapidly expanding British Plc, is seeking a Finance Director for one of their growth orientated subsidiaries. Based near to the southern part of the M25, and reporting to the Managing Director, the Finance Director will lead a small head office team responsible for the accounting and financial control of the company and its operating subsidiaries.

Key tasks will include the timely production of financial and management information, budgeting, systems development and acquisition appraisal.

You must be a qualified accountant, ideally with a degree, probably aged between 28 and 32 with a strong commercial awareness. Good computer skills and an ability to take a "hands on" approach are further requirements for this position. In addition, you must be highly motivated with strong leadership and interpersonal qualities and be able to demonstrate first class technical and interpersonal skills.

This is a key appointment and career development prospects are excellent.

Please reply in confidence, sending a full CV to Adamson & Partners Ltd, 10 Lisbon Square, Leeds LS1 4LY or telephone Stuart Adamson FCA on 0532 451212.

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A highly motivated, qualified accountant, you should be an independent thinker with strong communication skills and the ability to achieve results in a demanding, dynamic environment. Breadth of corporate finance experience (including full treasury responsibilities) is essential, as is a practical, hands-on approach. Experience in acquisitions and floatations could be beneficial.

The negotiable benefits package reflects the strategic importance of this new post.

To apply, please send your cv to Mike Stockford, Ref: 2696/MS/FT.

Aspiring Chief Accountant Unrivalled Prospects Independent Oil Group

Move into a role which has significant scope and the potential to serve as a springboard to accelerated career development.

You will contribute to the rapid growth of a young, international oil group which is securely structured and has demonstrated notable achievement to date. Your initial duties will be broad ranging with a budgeting, forecasting and joint-venture bias and in the short term you can expect to take responsibility for controlling and further developing areas of the Group's day to day finance function.

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Based at the Group's headquarters in central London, you will command a competitive salary plus car and benefits. You can also look forward to becoming part of a young and talented management team where personal achievement is recognised.

In complete confidence, please ring or write with CV to: See Jagger, Simpson Crowden Consultants Limited, Specialists in Executive Search & Selection, 97-99 Park Street, London W1Y 3EA. Telephone: 01-629 5909.

Simpson Crowden
CONSULTANTS

Group Finance

Kleinwort Benson Group is looking for a Financial Accountant to join this key Head Office department. Group Finance comprises a small team responsible for all financial reporting and financial control at a Group level. The department reports directly to Senior Management.

The Financial Accountant is responsible for the consolidation and presentation of the Group's financial accounts. Close liaison with the Group's auditors and senior financial management throughout the organisation, is a major feature of this role.

Applications are invited from Chartered Accountants with experience of:

- Financial reporting
- Financial management
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The position offers a competitive salary plus mortgage subsidy, car and other benefits.

Please apply in writing with full CV to:

Miss Jacqui Rout, Personnel Department, Kleinwort Benson Group, 10 Fenchurch Street, London EC3M 3LB.

Kleinwort Benson Group

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Tax Adviser



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The successful applicant will be a qualified accountant preferably graduate chartered or Inspector of Taxes with relevant professional or industrial experience.

For the appropriately qualified person, this position will offer a highly competitive salary and a full range of benefits including a company car.

To apply please send a detailed cv to the Personnel Adviser, Human Resources Department, Sun International Exploration and Production Company Limited, 90 Long Acre, London WC2E 9FG, quoting reference: RH/3.



MBA's/Accountants

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within Treasury or in the broader financial activities of the company.

Serious applicants for this unique opportunity will have a strong academic background and have demonstrated initiative and excellence in their current position. They should be assertive with a strong desire to advance in the organisation and particularly eager to ultimately move geographically within Europe or worldwide. Prior experience of investment analysis/fund management is NOT essential.

Interested candidates should write to John Zafar enclosing a CV quoting reference 1941 at Michael Page Finance, Centurion House, 136-142 London Road, St. Albans, Herts AL1 1SA, or contact him on (0727) 65813.



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Interviews will take place in London, week commencing 7 November. In the first instance, please write with full career details to: Rod Kenton, Personnel Manager, Coopers & Lybrand, Plumtree Court, London EC4A 4HT.



Coopers & Lybrand

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London

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There is now a need to recruit a Financial Controller. Reporting to the Finance Director you will be fully responsible for all the accounting functions, with eleven staff. Financial and management accounting, systems upgrades and various ad-hoc assignments will all form part of this classic FC role.

You should be a qualified accountant, aged about 28-32 with at least three years ppe. You could still be working in the profession, but you must be keen to make a career in the communications industry, and have the technical and interpersonal skills to succeed.

Please reply in confidence, giving concise career and salary details and daytime telephone number and quoting reference 1563 to: Geoffrey Rutland ACA ATIL, Executive Recruitment Division, BDO Binder Hamlyn Management Consultants, 8 St Bride Street, London EC4A 4DA, or call him on 01-583 3303 (office) or 01-878 8395 (home).

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A professionally qualified Accountant, you will have gained substantial experience in profit orientated business in the industrial or commercial sectors. You will have a good understanding of corporate capital structures and business funding, backed by an appreciation of UK and overseas taxation. A strong financial technician, you will be able to translate your reasoning and conclusions into clear, concise and persuasive written and spoken English.

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In the first instance, please send a written application supported by a CV to Mrs. Jane Reed, Personnel Officer, Burmah Speciality Chemicals Limited, Burmah House, Pipers Way, Swindon, Wiltshire SN3 1RE.

Financial Controller

Paris

£28,000+

This exciting position within a medium-sized but acquisitive and rapidly growing group is particularly suited to a young chartered accountant with around two years PQE.

The selected person will be responsible for the group consolidation, analysis of the subsidiaries' results, budgetary control, sundry audit work and will also be closely involved with acquisition investigation.

A strong professional background and fluent French are essential criteria for the position.

Interested candidates should ring Ivan Pacaud in Paris on (33.1) 42.89.30.03 or alternatively, write to him at Michael Page France, 10 rue Jean Goujon, 75008 PARIS, enclosing a comprehensive CV with contact telephone numbers and quoting reference IP1199FT.



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The successful candidate will be technically strong with a confident and energetic approach and the ability to work without supervision.

The post carries an attractive benefits package and progression to the Financial Controldership or Directorship of an operating subsidiary is envisaged within two or three years.

Please send a comprehensive CV, noting present salary, to:

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PostTel Investment Management Limited manage the Post Office and the British Telecom Superannuation Funds with assets totalling some £15 billion and a cash flow of over £700 million per annum.

A financial analyst is required to join the small management team to assist in appraising major prospective investment projects, mainly in property, and to monitor their performance. Projects will be in the UK and abroad and some overseas travel will be necessary.

The successful candidate, aged 26-30, will probably be a qualified accountant or economist with experience of financial work in a major commercial organisation.

Please apply in writing with personal and career details to:-

Sheena Gibson, Personnel Manager,
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FINANCE DIRECTOR

Britax
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A Finance Director is sought to assist with the further expansion of the company. Working closely with the Managing Director and heading a finance function of 14 staff, the successful candidate will be responsible for maintaining tight financial controls through timely reporting, planning and cashflow management.

As a key member of the senior management team, the Finance Director will be expected to play a significant role in the commercial development of the company.

Candidates should be qualified Accountants, ideally aged over 30, with a sound financial accounting background and a good working knowledge of costing procedures.

Please apply directly to Mark Ehrlich at Robert Half, Freeport, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone 01-836 3545, evenings 01-556 3615.

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commercial advice on financial performance and control, coordinating reporting system developments, critically reviewing business plans and undertaking a variety of ad-hoc projects at Group and operating company level. These roles will involve an element of overseas travel from time to time.

You will be a graduate, qualified accountant or MBA with demonstrated relevant financial experience gained in a commercial or manufacturing based environment. You will be self-motivated, a good communicator with sound judgement, and possess the assertiveness and diplomatic skills to act as an effective challenge to operational management.

Interested individuals should write, enclosing a current cv together with salary details, to Shirley Knight, BA, ACMA, MBA, at: FMS, 14 Cork Street, London W1X 1PF (Tel: 01-491 3451).

FMS

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You should be aged between 26 and 34, of graduate status, a fully-qualified Accountant and have at least 3 years experience within a manufacturing environment. Computerised systems and costing experience is essential. The role offers the very real opportunity of a further Senior Appointment. The attractive package includes full relocation where required.

Please telephone David Newell on 0483 65566 (24 hrs) or write to him at

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Further particulars and application forms are available from the Personnel Officer, University of Bath, Bath BA2 7AY, quoting reference 88/228.

Closing date for applications: 3rd November 1988

CONSULTANT

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Financial Controller

Basildon

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A rapidly expanding private publishing and printing group with annual sales of £40M seeks an ambitious financial controller.

Reporting to the financial director, the successful candidate will be responsible for:

- financial and management accounting;
- day to day control of the accounting function;
- further development of management information systems.

Applications are invited from qualified accountants, aged 28-35, with sound experience in computerised accounting systems and proven ability to manage and motivate staff.

Please send a comprehensive career résumé together with salary history and daytime telephone number, quoting reference 2974, to Philip Nourse, Executive Selection Division.

Touche Ross

Thavies Inn House, 3/4 Holborn Circus, London EC1N 2HB
 Telephone: 01-353 7361

FINANCIAL CONTROLLER

City Generous package including banking benefits

Our client is a securities house, the subsidiary of a major European bank, trading mainly in Sovereign debt, Eurobonds and other securities, and providing corporate financial services. With ambitious plans for growth and a widening range of services they now wish to strengthen the management team by recruiting a Financial Controller.

The primary responsibility will be to manage all aspects of the accounting function. The Controller will be expected to make a strong contribution to the effective financial

management and control of operations, including the regulatory requirements of TSA, of which they are members.

Applicants should be qualified accountants, preferably graduate chartered, with experience in the City and in financial services. They should have strong managerial skills, flexibility and the potential to meet the challenges of this growing business.

Please write in confidence with full career and salary details, quoting reference B8834, to John Hills.

KPMG

Peat Marwick McLintock

Executive Selection and Search
 70 Fleet Street, London EC4Y 1EU.

GROUP FINANCIAL CONTROLLER

£50,000 + car + benefits

A major international insurance broking group, based in the City of London, is seeking an outgoing and commercial chartered accountant to take an active part in the development of the group.

Reporting to the Finance Director your role will include responsibility for statutory accounting and the operation and development of the group's management information systems. There will be ample opportunity to make a strong impact within the group and the operating companies where greater emphasis is now being placed on profit improvement, balance sheet management and cash control.

Applicants should be aged 35-40 possessing strong communication skills and having gained experience at a senior level within a large group with well developed financial disciplines. This need not necessarily have been obtained in the insurance industry. International experience would be an advantage.

A comprehensive range of executive fringe benefits is offered. There will be further scope for career development within the group not necessarily confined to the group finance function.

Please write to John P Sleigh FCCA enclosing full career/salary details and daytime telephone number quoting reference J/773/GF.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 3499

LLOYD MANAGEMENT

GROUP FINANCE DIRECTOR

c. £40,000 + substantial profit share + executive car

Attractive N. Yorkshire location

Our client is a young group of companies in the transport sector. A successful operating history together with substantial expansion and development opportunities has prompted the need to recruit a young and dynamic director to join the group board.

The role is seen as key to the group's continued success through planned expansion in the transport and other sectors where opportunities have been identified. Candidates, probably in their mid thirties, will bring experience in a senior role in a successful and expanding business which encourages drive and energy. The successful applicant will provide an important professional dimension to corporate strategy, acquisition and integration.

Applicants will be chartered accountants, educated to graduate level, with the required personal qualities and a thorough experience of financial management techniques. A track record of achievement in a fast-moving environment will be necessary to ensure success in a team keen to seize growth opportunities.

The remuneration package will allow the successful candidate to add considerably to the base salary of £40,000 if corporate and personal objectives are achieved and is intended to attract the highest standard of candidate.

Please write in confidence with a CV to David Bannister, Executive Selection Division, quoting reference number L/855.

KPMG

Peat Marwick McLintock

Executive Selection and Search
 City Square House, 7 Wellington Street, Leeds LS1 4DW.

Group Financial Director

Cambridge c£30K + car + benefits

Our client is an expanding group of companies, engaged in academic publishing and the provision of information in electronic and other non-print formats to libraries worldwide. In order to continue its growth both organically and by acquisition they have identified a need for a Group Financial Director.

Reporting to the Chairman, the appointee will manage, co-ordinate and monitor all financial and accounting aspects of the group, with U.S. and European subsidiaries, from its Cambridge base. The group's small accounting team will necessitate a hands on approach to the accounting functions and the development of existing computer systems. Some travel will be required in the UK, US and France.

The successful applicant will be a professionally qualified accountant, aged between 25 and 45, able to demonstrate a sound track record, commercial flair and good interpersonal skills. The ability to speak French would be an advantage.

Interested candidates who have the experience and ability to make an important contribution to and share in the continued success of this group should send a detailed C.V. including present salary to Paul White, quoting reference CAS4, Spicer & Oppenheim, Personnel Services, Leda House, Station Road, Cambridge CB1 2RN.

SPICER & OPPENHEIM

A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL

REGIONAL HEAD OF FINANCE

Thames Valley c. £30,000 plus car

Our client is a substantial industrial trading organisation with a turnover in excess of £100 million from its Southern Region.

The Financial Controller, who will report to the Group Finance Director, will have total responsibility for all accounting and management information needs of the region. It is anticipated that this position could lead to regional directorship within two or three years.

Preferred applicants for this position will be qualified accountants, probably aged between 30 and 45, with experience to controllership level in a sizeable trading organisation requiring substantial staff control and development and significant general management involvement.

Please send brief personal and career details to Douglas G. Mizon quoting reference F659M.

EW Ernst & Whinney
Executive Recruitment Services,
Becket House, 1 Lambeth Palace Road, London SE1 7EU



BBC Enterprises Ltd is a growing publishing and marketing company with a diverse product portfolio based primarily around BBC Television and Radio programmes.

Divisional Financial Controllers

c. £25,000 plus car

Management/Product Accountants

£15,000 - £20,000

The Finance team has been restructured and vacancies exist for qualified and part qualified accountants with a strong commercial background in fast moving and media based products to work closely with divisional directors and their management teams in planning and reporting their activities.

Divisional Financial Controllers (Ref. 7790/E)
Management/Product Accountants (Ref. 7791/E)
Based in West London.
For further information telephone Dave Lee, Group Financial Controller on 01-576 2470.

For an application form telephone or write (quote appropriate ref.) to Jo Marsh, Head of Personnel on 01-576 2508, Room A3080, BBC Enterprises Ltd, 80 Wood Lane, London W12 0TL.

We are an equal opportunities employer

TAXATION

Manchester

Our client is a major multi-national with prime interests in retail, property and finance. Its Taxation Department serves the Group as a whole and now seeks to fill two posts, both located at Group headquarters in Manchester.

Assistant Taxation Manager

The appointee will report to the Group Taxation Manager. Aged late 20's upwards and ideally a graduate accountant/ATIL, or possibly an Inspector of Taxes, the successful candidate's experience will have built the ability not only to undertake the major computations but also to provide clear advice on a wide range of topics from CFC Dividends to VAT. Technical research will be encouraged and the considerable opportunity for career progression is not restricted to the Tax Department. Reference P152 M.

Tax Accountant

This position will appeal to a young, qualified accountant or Inspector of Taxes; wishing to pursue a career in industry. Although initially emphasis will be on computations, and familiarity with Taxsoft will be an advantage, there will be ample scope for advancement in both career and technical expertise. Reference P152 A.

Both these positions require intelligent, outgoing, self confident and common-sense decision makers, prepared to commit themselves to a Group which offers attractive salaries and a benefits package commensurate with that expected of an organisation of this size. Assistance will also be given with necessary relocation expenses.

Letters of application, together with CV, salary progression and any other relevant data should be sent without delay to the Managing Director, Performance Management Limited, 6th Floor, Peter House, St. Peter's Square, Manchester M2 5BB, and quoting the appropriate reference number.



Performance Management Limited
MANAGEMENT CONSULTANTS

Building Contracting

c. £30,000, Bonus, Car

Thatcham, Berks

The Company is a substantial £25m commercial painting, repair and maintenance contracting business with major growth potential in the UK. This is a new appointment which will require a full business contribution.

You will be a qualified professional, experienced as a financial controller, with accountability for the full day to day financial operations of a substantial business. Construction/contracting sector experience would give you a head start. A background in a UK wide diverse multi-unit business with fully computerised management information systems is a must.

The benefits package includes a profit related bonus, pension, life assurance, health insurance and a quality car (plus relocation assistance if appropriate).

Write to me with a full C.V. and a covering letter indicating how you meet our specification.
Rolf Mison, Personnel Manager, HAT Painting,
48 The Broadway, Thatcham, Newbury,
Berks RG13 4HP.

HAT PAINTING

FINANCIAL TIMES

Legal
Appointments
appear every
Monday

£25
Per Single Column
Centimetre

£28
Premium Positions

For Further
Information
Contact
01-248 8000

Elizabeth Rowan
Ext 3456
Wendy Alexander
Ext 3526

Planning and Control Consumer Products

London

c. £40,000 + car

Our client is a major and successful plc with diversified business interests and worldwide sales in excess of £2 billion. The group is marketing led with strong brand names and well placed for further growth.

As a member of a small but highly professional team, reporting to the Group Financial Director, your role will encompass all aspects of planning and control including the critical analysis and assessment of the plans, budgets and performance of operating subsidiaries and the provision of financial and management information to the Board. You will also be involved in work of a special nature for members of the Board. There is a close relationship with senior operational management and there will be some overseas travel, primarily in Europe.

Probably in your early thirties you will be a qualified accountant with a strong track record in one of the major accounting firms and good quality commercial experience since. This is a senior position within the group and there are excellent prospects for career and salary progression. There is a first class benefits package.

Please write in confidence to John Cameron, quoting reference C977, at 84/86 Grays Inn Road, London WC1X 8AE (telephone: 01-404 5971).

CAMERON · SIMPSON
Consultancy · Search · Selection

EXECUTIVE SELECTION

WC2

With an enviable track record within this fiercely competitive industry, Robert Walters Associates continues to build upon its substantial market share through the provision of a high quality recruitment service.

With a committed strategy of expansion both domestically and internationally, we are now seeking to recruit a key individual to join one of our specialised divisions, concentrating on the senior financial recruitment sector.

The successful candidate, aged 26-32, will have previous financial recruitment experience and/or an accountancy background.

The qualities for success within this team-orientated environment are assertiveness, creativity and resilience. In short, the ability to develop effective business relationships at the highest level is of paramount importance.

Advancement within this rapidly expanding operation will only be limited by individual ability. The attractive remuneration package will include a high base salary, substantial profit sharing bonus, private health care and company car.

For a confidential discussion please telephone James Hyde, Director, on 01-437 0464 (business hours) or 01-997 6029 (evenings/weekends) or alternatively write to the address below.

ROBERT · WALTERS · ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place Leicester Square London WC2H 7BP
Telephone: 01-437 0464

£ Excellent Package

THE LONDON YOUNG ACCOUNTANTS CAREER FAIR 1988



The Mall Galleries, based near Admiralty Arch SW1, represents an ideal venue for the major career event of the year for finalists, newly and recently qualified Accountants.

If you're considering a new step in your career. If you're wondering which is the best direction to take. If you'd welcome the opportunity to talk to our clients in a relaxed, informal yet informative atmosphere, join us at the Mall Galleries on October 19th and we'll put you in the picture.

For your personal invitation and information pack
Telephone: 01-236 4428

or write to: **Accountancy Personnel
Career Fair
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SW1E 5YZ**

We'll turn your sketchy ideas into a masterpiece

LOANS AND INVESTMENT ACCOUNTANT

c. £21,000 (Pay Award Pending)
Relocation expenses up to £7,000
Free leased car (under consideration)

The Loans and Investment Section of the Finance Service is responsible for the management of the Council's borrowing and investment, both in the long and short term. It also has responsibility for management of the Superannuation Fund investments mainly in co-operation with external Fund managers, but part of the fund is invested directly by the Council.

You will head a small section taking the responsibility for loan and cash flow management. You will have regular contact with financial institutions and the Council's bankers in order to manage to maximum advantage a debt portfolio in excess of £900 million.

Additionally you will give advice on capital financing policy and ensuring the availability of finance for the acquisition of capital assets so you should have the interest and temperament to function effectively in a stimulating environment of high level financial negotiation.

Applications from candidates with experience and skills in dealing with money markets will be welcomed, and a recognised accountancy qualification is desirable.

For further information about this post and informal discussion, please contact Mr J Pirie (Borough Treasurer) on 01-875 9700, extension 3223. Application forms can be obtained from Finance Service Staffing Section at Alexandra House, 16 Station Road, London N22 4TB, telephone 01-875 9700, extension 3818. Closing date 4th November 1988.

*Haragey is working towards becoming an equal opportunities employer. Applicants are considered on the basis of their ability for the post with equal opportunities for all including women, black people, people belonging to ethnic minorities, disabled people and people with disabilities, and members of sexual minorities. We collect data on race, ethnicity, religion, sexual orientation and gender.

HARINGEY COUNCIL Jobs

CORPORATE FINANCE EXECUTIVES

3i Corporate Finance is recruiting recently qualified chartered accountants or auditors, who have already acquired some corporate finance experience or intend moving into this area. The successful applicants will be self-starters, capable of deal creation, who have commercial flair as well as professional expertise.

3i Corporate Finance is 3i's fast expanding corporate finance arm, which initiates and advises on acquisitions, mergers and the raising of capital.

Remuneration will be competitive and attractive to the right individuals.

Interested applicants should write, giving full details of experience, salary and career to date, to: N. M. Williamson, Managing Director, 3i Corporate Finance Ltd, 91 Waterloo Road, London SE1 8XP.

All applications will be treated in strict confidence.

CHIEF ACCOUNTANT

W.1. c.£32K + car + bonus

CHANCERY BANK

the merchant banking division of Chancery PLC, with advances under management in excess of £100 million, has a newly created, challenging and rewarding role as a result of the significant organic growth of our Banking activities.

Reporting to the Finance Director, you will be expected to work to tight deadlines in a fast moving environment. Working with both PC and Minis, you will be responsible for:

- Development and preparation of management accounts, Board Reports and Bank of England returns.
 - Preparation of statutory accounts, VAT and other tax returns and computations.
 - Maintenance of nominal ledgers and hire purchase/leasing accounting.
- Benefits include n/c pension, permanent health insurance, WPA and share options. You must be ACA or ACCA qualified and ideally have several years banking or financial service experience.

Please send your full cv, indicating present remuneration package, to:
Ms J Standfield,
Group Resources Executive

CHANCERY PLC

14 Fitzhardinge Street, Manchester Square, London W1H 9PL

Group Financial Accountant

to £30,000+ Car + Bonus to 40%

Our client is a highly successful British group of companies with diverse international operations. Recent restructuring and carefully formulated strategic plans have resulted in exciting growth opportunities, both organically and by acquisition. A full listing on the UK Stock Exchange is also envisaged in the medium term.

As a result of internal promotion, an opportunity has arisen for an ambitious, commercial Accountant to join their highly professional Head Office staff in London as Group Financial Accountant.

A technically challenging role, you will assume full responsibility for the financial accounting. In addition, ad hoc work will give exposure to

budgeting and planning, taxation, treasury and funding issues plus acquisitions work.

The ideal candidate will be a qualified Accountant aged 26-32 with experience of consolidated group reporting and multi-currency work. A pro-active approach and excellent interpersonal skills are pre-requisite, as is the desire to succeed quickly in a fast-moving and demanding environment.

Interested applicants should contact Collette Harrison on 01-831 2000 or write enclosing a full Curriculum Vitae and daytime telephone number quoting reference M106 to Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.

Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Financial Director (Designate)

East Midlands

c£27,500 + Car + Benefits

Our client is a highly successful subsidiary of a major international public group, marketing a range of high quality printed products to Blue Chip customers. The company has a turnover approaching £14 million and operates on an autonomous basis, but having the benefit of excellent support from the wider group.

Owing to a recent promotion within the group, the company now has a requirement for a Financial Director (Designate) to assume control of all financial, company secretarial, data processing and purchasing activities. In addition the successful candidate will be expected to become heavily involved in the wider aspects of the management of the company, acting very much as a number two to the Managing Director.

Candidates should be qualified accountants aged 27-35 with a broad base of financial management experience to date and an entrepreneurial business outlook. Personal qualities will include strength of character, drive, determination and the ability to manage a rapidly changing environment.

The group offers unrivalled potential for future advancement to more senior line financial roles and ultimately, into general management, therefore only candidates with the necessary commercial flair need apply.

If you feel that you can meet this challenge please write to Ian Leech at Michael Page Finance, Imperial Building, Victoria Street, Nottingham NG1 2EX or telephone him on (0602) 483480.

Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

MANAGERS FOR THE 1990s



ACAs TO £25,000 + CAR INTERNATIONAL TRAVEL

To succeed in the 1990s and beyond, managers will increasingly need to be:

- INTERNATIONALLY MOBILE — TO EXPLOIT OPPORTUNITIES WORLDWIDE.
- MULTIDISCIPLINED — TO MANAGE CONTINUOUS CHANGE.
- ACTION ORIENTED — TO STAY AHEAD.

TNT Skypak is an international express parcels, documents and mail carrier and part of Australian based TNT, the largest integrated transport group in the world.

With a high transaction volume, global network, continuous product and systems development, and control through the bottom line, management of the finance function is both central to the success of the business and integrated with marketing and operations.

If you have the will to be a top manager, recognise the opportunity inherent in this environment and want to know more, please either Patrick Johnson or Richard Parnell of Robert Walters Associates on 01 437 0464 between 8.00am and 10.00pm today.

TNT Skypak
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TNT The Worldwide Transportation Group

CORPORATE TREASURER

W6

SALES PROMOTION & MARKETING

TO £37,500 + Car + Subs Bens.

Started just six and a half years ago, the F.K.B. Group have grown rapidly to become the leading sales promotion and marketing consultancy on both sides of the Atlantic. This prominence has been achieved through a combination of an aggressive acquisition strategy and a well conceived organic growth policy. The success of the Group can be directly attributed to a young, high calibre and forward looking management team.

As a direct consequence of this continued expansion, the Group wishes to appoint a Corporate Treasurer who will be expected to play an active role in its future development. Reporting to the Group Finance Director, this position will have primary responsibility for the management of the Group's cash resources. This will include the development of an optimal cash management structure, the use of corporate banking facilities and negotiation of credit lines. As a direct consequence of the continued overseas expansion, with a particular focus on Europe, the Treasurer will be expected to introduce efficient management of the Group's rising foreign currency exposure.

The successful candidate is likely to be aged between 28 and 36 and have had at least 5 years commercial experience, a substantial part of which will have been in Treasury. Additionally, you will have had direct experience of working in a Group, where a great importance is attached to the efficient cash management of subsidiary companies. Finally, it is likely that you will be looking for a unique opportunity to join a fast moving company which will provide both a professional and personal challenge and where you will be expected to make an important contribution to the future of that Group.

For further information, please contact Mark Spickett on 01-629 4463 or write to him at: Cardinal House, 39-40 Albemarle Street, London W1X 3FD.

OLIVER MCKENZIE
SEARCH AND SELECTION CONSULTANTS
Cardinal House, 39-40 Albemarle St., London W1X 3FD. Tel: 01-629 4463

Financial Controller

£26,000 to £28,000 inc.

CIT is a professional and educational body based in the City. We have a £6.5 million turnover and this will increase over the next few years.

We are seeking a recently qualified FCA (or FCCA) with a general commercial background. The person appointed will take charge of all aspects of the Institutes finances from the management of the Accountant to the control of investments. The emphasis will be on implementing robust financial procedures which can be introduced effectively to 'non-financial' managers. This post will report to our Director of Finance.

In addition to a friendly working environment we offer 27 days paid holiday, a generous non-contributory pension scheme, subsidised lunches and a season ticket loan arrangement.

For further information and an application form call:

Brookman Smith on 01-606 3835

or write to him at:

Personnel Department,
The Chartered Insurance Institute,
20 Aldermanbury,
London EC2V 7EY
quoting ref FC11.

GROUP FINANCIAL CONTROLLER

Key role in a major public company in the leisure sector.

SOUTHAMPTON c £32,000-£35,000 + CAR + BENEFITS

TVS ENTERTAINMENT PLC is a leading international communications group encompassing TVS Television, the ITV franchise holder for the South and South-East of England, MTM Entertainment, a major US television programme producer, and Midem, a French media trade fair promoter. TVS has an impressive record of profit growth and is implementing planned expansion by acquisitions and organic growth.

TVS seeks a dynamic individual to take responsibility for group reporting, treasury and tax matters. The successful applicant will report to the Group Finance Director, monitor group performance and actively contribute to the formulation of group financial policies.

Candidates should be chartered accountants with approximately four years post qualification experience, above average academic records, and be able to demonstrate significant career progress to date. Excellent interpersonal skills, sound commercial judgement and energy are required to succeed in this demanding role.

Please write with full curriculum vitae, quoting reference number 116588/FT to: Personnel Manager, TVS, Television Centre, Southampton SO9 5HZ

TVS welcomes applications from all people regardless of sex, race or disability.

TVS ENTERTAINMENT

FINANCE DIRECTOR

Media Company

London

c £40,000 + benefits

Equity share

This is a demanding role, in a small but fast-growing company who represent regional newspaper interests at a national level.

Reporting to the Managing Director, you will complement and underpin his business flair with your own commercial and financial acumen. You will control the total accounting, company secretarial and systems functions of the company with a small team and will be expected to give strategic input to the direction of the business from a financial standpoint. You will be a key executive member of the board, working closely with the Managing Director.

You will probably be 32-45 with a good degree and an accountancy qualification. You will need to show at least six years progressive track record ideally in a service industry at a senior level.

The role is likely to appeal to candidates who want to get more "hands on" experience in a small, friendly environment which will give them more freedom than they currently enjoy.

It also offers the chance to reap the rewards of your efforts through a generous equity share scheme.

Please send a comprehensive resume including salary history and day-time telephone number, quoting ref: 2976 to Bruce McKay, Executive Selection Division.

Touche Ross

Thames Inn House, 3/4 Holborn Circus, London EC1N 2HB.
Telephone: 01-353 7361.

FINANCIAL CONTROLLER

£25-30K plus car and benefits

This private company, based in West London, and presently employing c.300 staff is entering an exciting phase of expansion in the retail/catering sector.

Reporting to the Managing Director, to successful applicant will need to be capable of further developing computerised accounting systems and have the desire to become really involved in the operation. The position will appeal to a young qualified accountant seeking a challenging and responsible senior management position.

Please send C.V. to:
Helen Ogg
34-38 Standard Road
LONDON NW10 6EU



Business Analysis - early flotation

Newly/Recently Qualified Accountant

City To £25,000 + Benefits

The continuing success of this young, enterprising communications and media group is reflected in a 25% p.a. growth rate and a projected turnover of £50m for next year, paving the way for market flotation by 1990. As a result, they are seeking an ambitious accountant to strengthen their finance function.

As an integral part of a small, close-knit team, you will be involved in the analysis and review of the group's profitability. Working closely with sales, marketing and production managers, your brief will cover all aspects of financial planning and systems enhancement, in addition to a broad range of ad hoc assignments, such as new product feasibility studies.

Working closely with the Financial Director on the impending flotation, you will gain valuable all-round exposure to merchant banks and other professional advisers.

This unusually varied role offers exceptionally broad experience to a commercially aware newly/recently qualified accountant, in their mid-late 20's, who can demonstrate excellent communication, skills and considerable drive and flair. Every opportunity exists to make a real and increasing contribution to the organisation's future success.

For further information, please contact PAUL BAKER on 01-404 3155 at ALDERWICK PEACHELL AND PARTNERS LIMITED, Accountancy and Financial Recruitment, 125 High Holborn, London WC1V 6QA.

Alderwick & Peachell
PARTNERS LTD

Financial Director Designate

East Anglia

Circa £27,500 + Car + Benefits

Frozen Quality Limited was formed by a group of East Anglian farming combines to add value to their products by freezing, packing and selling direct to the major retail multiples.

With the addition of a well developed trading activity to broaden their product range, turnover is now around £25 million, 20% of which is branded under the Froqual label and profitability is very good. All manufacturing is contracted out and there are 30 employees.

The future prospects of this company are very exciting and the need has now been identified to strengthen the senior management team. Reporting to the Managing Director the successful candidate will be fully responsible for the finance function and will play a key role in the general management and direction of the company. Initial duties will be to improve the existing accounting system and raise the function to a proactive role.

Candidates must be in their 30s/early 40s, qualified and have held a senior financial position in a consumer (fmcc), manufacturing or marketing environment, gained ideally in a medium sized company. Relocation expenses will be paid if necessary.

Interested applicants, should send a detailed CV or telephone for an application form quoting reference 7021/FT.

Wickland Westcott & Partners

LONDON · WILMBOROUGH · BRISBANE · BRUSSELS
Search and Selection; Management Development
21 Cook Street, London W1X 1HB, Telephone: 01-439 1113.

GROUP FINANCE DIRECTOR

North East Scotland
Salary: £35-40,000 + benefits

The position of Group Finance Director is a new appointment reporting to the Group Chief Executive of a Scottish based holding company having manufacturing subsidiaries in the UK and USA with worldwide sales network. Current turnover is £20m, which is forecast to expand rapidly and it is intended to obtain a listing in due course.

Responsibilities will be to manage the company's corporate finance function, ensuring the effectiveness of controls within subsidiary companies. The Director would be expected to contribute a financial perspective to all aspects of business strategy, liaising with business managers to set commercial goals and stimulate strategic thinking.

Candidates should be aged 35-45, Chartered Accountants with overall financial controllership experience within a multinational company and ideally in a manufacturing environment.

The Group's business ambitions require the successful candidate to have a high degree of technical ability, excellent communication and interpersonal skills and an empathy with the objectives of an expanding company. Future career prospects may include moving into a general management role.

Please send career and personal details quoting reference F7709/E to Denis Evans.

Ernst & Whinney
Executive Recruitment Services
Becket House, 1 Lambeth Palace Road, London SE1 7EU.

SENIOR CORPORATE ACCOUNTING MANAGER

City Age 30-35 c£35K + Car + Outstanding Benefits

At this major Securities House, extraordinary creativity, expertise and financial strength are dedicated to meeting the diverse financial needs of corporations, institutions, governments and individuals throughout the world. To every situation they bring an exceptional combination of human and financial resources, providing a perspective that reaches beyond any single transaction.

Due to internal promotion they are currently looking to recruit a senior manager with such breadth of vision. Responsible for the co-ordination and management of an extensive accounts department it is essential that applicants have proven hands-on man-management skills.

Reporting to the Director of Accounting, other pre-requisites of this position include:

- strong presentation skills
- exposure to budgeting/cost control
- systems awareness
- an innovative and pro-active approach.

In order to meet this challenge you are likely to be in your early 30's, a qualified accountant who is currently working in an environment where deadlines are critical and staff motivation and commitment essential.

The ability to adapt and operate in a fast-moving environment is more important than sector knowledge.

Interested applicants should contact Richard Parnell by telephone on 01-437 0464 or write enclosing brief details to the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place Leicester Square London WC2H 7BP
Telephone: 01-437 0464

APPOINTMENTS ADVERTISING
Appears every Wednesday and Thursday
for further information call 01-256 0500

CJA RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PJ
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374 Fax No. 01-256 0501

A demanding appointment - scope for profit sharing. Opportunity exists to become Financial Director in 12-24 months or to run an overseas operating company.

ALPS

FINANCIAL CONTROLLER

LONDON

£32,000-£45,000

INTERNATIONAL TRADE AND FINANCE AND MANUFACTURING GROUP -
SUBSIDIARY OF A WORLD-WIDE GROUP

This vacancy calls for accountants who think commercially, qualified either A.C.A., A.C.C.A. or A.C.M.A., aged 32-40 who will have achieved at least 7 years commercial/industrial accounting experience and at least 2 years as a Commercial Controller in an organisation utilising modern financial control methods. The responsibilities are widely drawn and will cover integrating newly acquired companies into the Group in the U.K. and overseas ensuring financial information costing systems are streamlined and cash flow information, business plans, forecasts and budgets are produced, through a small team. In the first year between 15-25% overseas travel will be necessary. The ability to play a key role in the corporate development of this organisation is important. Initial salary negotiable, £32,000-£45,000 + car, free life assurance, family BUPA, non contributory pension, permanent health scheme, commercial health cover and assistance with removal expenses if necessary. Applications in strict confidence under reference FC167/FT, to the Managing Director: ALPS.

ADMINISTRATION MANAGER - PERSONNEL

A further vacancy exists in the above organisation, calling for 7 years administration experience, aged 32-45, salary negotiable, £18,000-£28,000 + similar fringe benefits. Applications in strict confidence under reference AMP344/FT, to the Managing Director: ACP.

3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PJ. TELEPHONE: 01-588 3588 or 01-588 3576. TELEFAX: 01-256 0501.

OPERATIONAL AUDIT MANAGER

Central London c.£40k + Car

Our client is a major force within the UK retail and leisure industry, having a turnover in excess of £1.5b.

The function of the audit department is to give comfort to the company's executive on the management and control of autonomous business units.

An experienced manager is required to head up a sizeable audit department of qualified staff reviewing systems and controls throughout all business areas and appraising strategic issues.

Preferred applicants will be Chartered Accountants aged around 35 from one of the major professional firms, with a strong audit background ideally with a retail and distribution bias. It is essential that applicants have a good commercial approach and the credibility to deal with senior management and to progress to a senior line position within three years of appointment.

Please send career and personal details quoting reference F/729/A to Carrie Andrews.

Ernst & Whinney
Executive Recruitment Services
Becket House, 1 Lambeth Palace Road, London SE1 7EU.

Ambitious Young Accountants

Aged 24 to 30
£18,000 to £25,000 + Car
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Resumés, with daytime telephone number please, to Chris Herwith, Ref. CH964, Coopers & Lybrand Executive Resourcing Limited, Shelley House, 3 Noble Street, London EC2V 7DQ.

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Finance Controller

Cambridge

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Applicants should be chartered accountants with 3-5 years post qualification experience gained either in industry or public practice at management level. Strong

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The company offer an excellent remuneration package which includes stock options, company car, pension and medical insurance. Relocation expenses will be provided where appropriate.

Intended applicants should write to John Sheldrake enclosing career details to John Sheldrake Associates, Hall Keeper's House, 42 Castle Street, Cambridge CB3 0AJ, Telephone 0223 313791 (Fax 0223 60366).

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London - West End

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Interested applicants should write enclosing a comprehensive Curriculum Vitae and daytime telephone number, quoting Ref: 265, to Barry Ollier BA, ACA, Whitehead Rice, 295 Regent Street, London W1R 8JH, or telephone him on 01-637 8736.

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Reporting directly to partners, candidates should be Chartered Accountants aged circa 28-33, with substantial relevant experience and well developed personal skills.

Our client can offer the following:-

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If you are interested in any of these positions, write with a cv to Daryl Howe, Personnel Manager, Barclays Mercantile Highland Finance Ltd., Elstree House, Elstree Way, Borehamwood, Herts WD6 1DW. Or ring him on 01-207 4488.

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You will need to be a fully qualified Accountant with a minimum of 2-3 years experience in an industrial or commercial environment. You will be fully conversant with computerised financial systems. A degree in mathematics, economics or business management would be an advantage.

The opportunities that exist in the West Country, for Accountants, will enable you to further your career prospects and also to enjoy the benefits of living in one of the country's most attractive regions. The coast is always within easy reach and improved road and rail links allow good access to other parts of the country.

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EXECUTIVE CONNECTIONS

RECRUITMENT SELECTION & ADVERTISING

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As you will have gathered our Client is a young but rapidly expanding company, where individuals' careers are limited only by their own abilities and enthusiasm. To take advantage of this starting point for a particularly rewarding career, please send a full CV to: Antony Harris, Managing Director,

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Major International Group

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For further information please write to Russell Dawson BSc (Hons), ACA quoting Ref: 88/3092 F.T. at Daniels Bates Partnership Ltd, Josephs Well, Hanover Walk, Park Lane, Leeds LS3 1AB. Tel: (0532) 461671. Also at: Sheffield, Darlington, Manchester, Hull, Middlesbrough, Nottingham and Aylesbury.

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Please write, enclosing full career details, to our Consultant, Nigel Halsey, Managing Director, The Halsey Consulting Partnership, 21 Villiers Street, London WC2N 6ND. Tel: 01-895 1323/4.



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For a confidential discussion please contact Mike Masterson on 01-242 1822 (24 hours), or write to him at Chancery House, 53/64 Chancery Lane, London WC2A 1QS, or use our fax line on 01-831 6425.

FINANCIAL ACCOUNTANT

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We are looking for a commercially aware accountant, preferably ACA, aged 28-40, to control and manage our Accounts Department and all financial matters at our Office at Palmers Green, North London. Applicants should have several years commercial experience and be keen to accept responsibility for the running of their own department with the self-confidence and interpersonal skills to do so successfully. Responsibilities will include: complete management of the Accounts function, full motivation, management accounts, statutory reporting and company secretarial duties.

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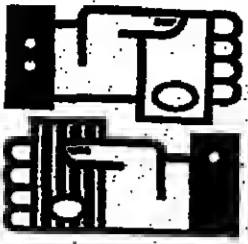
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FOR ACCOUNTANTS

FINANCIAL TIMES SURVEY



Despite last year's stock market crash, management buy-out deals are still increasing rapidly in

number, fuelled by stiff competition among investment institutions. The worry now is, reports Charles Batchelor, that pressure of money may lead to buy-outs at any price.

A flood of finance

TIMES HAVE never been better for the frustrated British manager keen to stage a buy-out of the business he is running. Competition among the banks and venture capitalists to lend him the finance is intense and if the boss will not sell to him he can drop the idea of a buy-out and look for a company to buy into. Buy-in finance too has never been more readily available.

For the investors which finance buy-outs and buy-ins life has grown correspondingly tougher. Buy-out teams are in a strong position to negotiate deals in their own favour; the returns available to the financiers are starting to drop, and the risks are increasing as more and more loan finance is balanced on relatively smaller amounts of equity.

"Investors are being squeezed by managements to the point where deals are not worth doing," complains Mr Hugh de Quervain, managing director of Midland Montagu Ventures. "Some deals are being structured with ratchets (arrangements which reward the management with more equity if performance targets are met) which mean that even if the company doubles its profits the investor gets no benefit. It's absolutely incredible that these deals are being

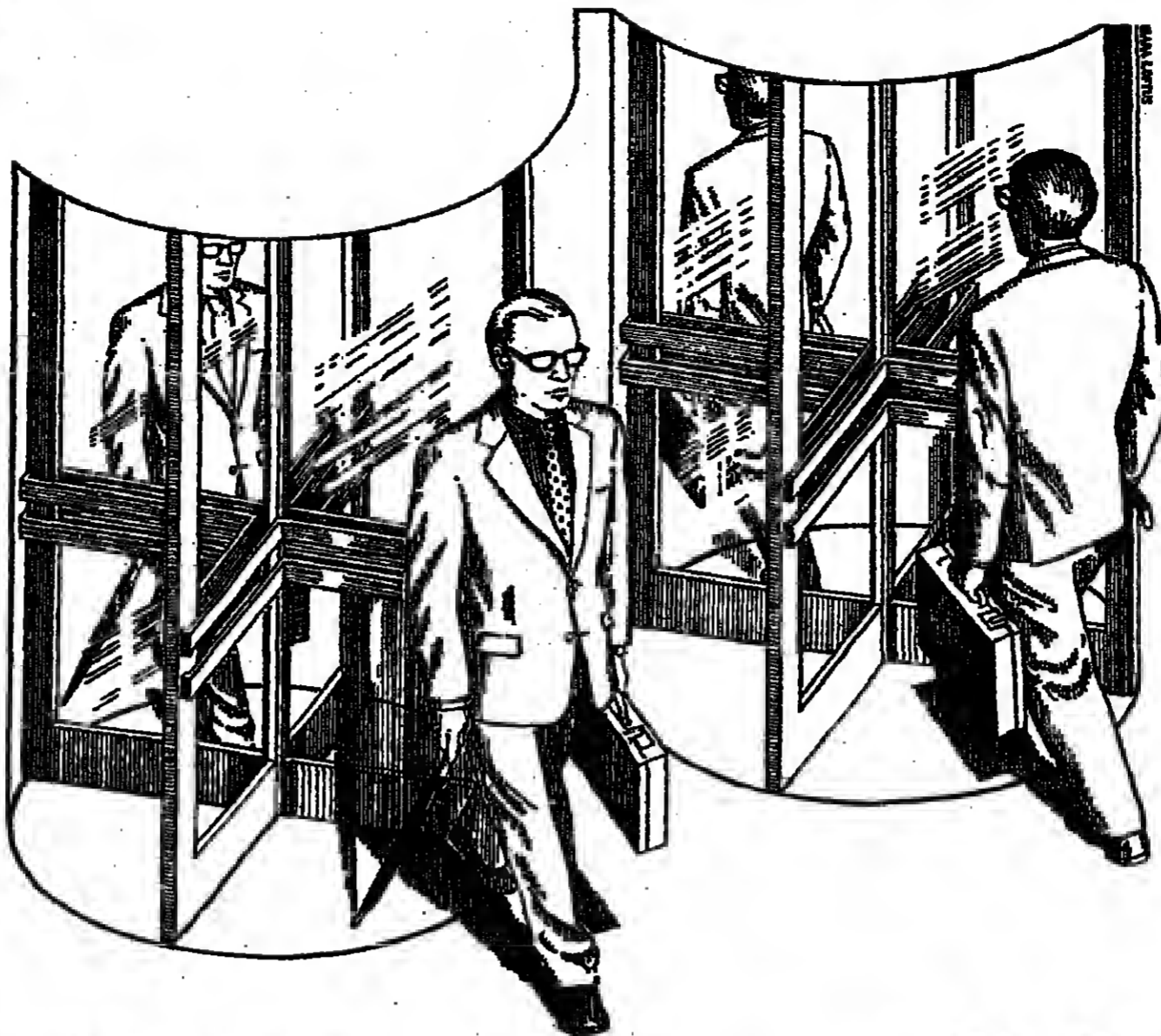
struck. I suspect investors do not know what ratchets mean."

"The buy-out market has become as competitive as merchant banking in the 1960s, syndicated loans in the 1970s and equities in 1980s," notes Mr Michael Bentley, chief executive of Electra Investment Trust.

The measure of that competition has been the rapidly increasing number of deals which have been completed in recent years. From just 13 deals worth a few million pounds in 1977 the numbers rose to 300 deals worth £2.82bn in 1987.

The stock market crash of October 1987 has dampened interest in the very large deals and the £715m buy-out of MFI, the furniture retailer, just before the crash remains the largest UK buy-out to date. But large numbers of smaller deals have been completed this year and in the first nine months of 1988 210 deals worth £2.33bn were recorded by accountants Peat Marwick McLintock.

Buy-outs are also becoming increasingly attractive to the directors of UK public companies disillusioned with their poor market rating in the wake of the stock market crash. Mr Richard Branson last week announced the details of a



Management Buy-Outs

£248m buy-out of Virgin Group which obtained a public listing less than two years ago.

In the US leveraged buy-out activity is also increasing sharply again after the slowdown induced by the stock market crash. Deals worth \$39bn have been completed so far this year compared with \$38bn in the whole of 1987.

In the UK, the flood of buy-out finance comes from two sources. Venture capital organisations, which in the US do not get involved in buy-outs, have increasingly switched their attention away from start-up and early stage financing towards buy-outs. Buy-outs may offer lower returns (though some buy-out specialists dispute this) but the rewards are surer and will come through more quickly.

At the same time a range of British institutions as well as the London-based branches of American banks have shown an increasing interest in buy-outs. Development capital groups such as Philknew Ventures and Foreign & Colonial Ventures recently raised more buy-out finance while new American players such as Drexel Burnham Lambert, the US junk bond specialist, and GE Capital, General Electric's finance arm, continue to flock to London.

Profitable deals may have become harder to find but there is no sign of an end to the influx of loan investors to the buy-out scene. There are still very good returns to be made by the providers of both equity and loan finance. And the buy-out teams do not have

things entirely their own way. The managers of Parter Pen, like the other investors, made a good profit when their company was sold to Pentland Industries in September but they did have to accept an earlier-than-expected end to their company's independence.

The worry in the industry is that the pressure of money looking for a home may lead to buy-outs being put together at any price. In the longer term, if the economy deteriorates, the bought-out companies which are not properly financed might get into difficulties.

Buy-outs in Britain have traditionally been financed much more conservatively than their counterparts in the US, which depend far more on the rapid disposal of unwanted assets to survive. Typical debt-to-equity

ratios in the UK have been 3 or 4:1 compared with 9:1 in the US.

But UK gearing levels are now starting to climb to meet managements' desire for greater leverage on their equity and the debt investors' desire for income rather than capital gains in current depressed stock market conditions.

Buy-outs still represent a very safe investment, particularly for venture and development capital organisations like SI which expects one in three of its start-up and early stage deals to fail compared with just one in ten of its buy-outs.

Nevertheless, UK investors have taken note of the problems in the US of Revco, a large drug store chain, which in July became the first US

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buy-out to file for protection from its creditors. Less than 19 months after being taken private in a \$1.3bn leveraged buy-out Revco sought protection because of the unduly ambitious growth and profit projections built into its financing.

The British buy-out community has avoided such embarrassments but rising UK interest rates could cause problems. Some deals which have been contemplated will not go ahead while completed buy-outs will take longer to achieve the targets set in their business plans.

Some protection against interest rate increases are provided by arrangements known as "caps" which set a ceiling on interest payments. These caps usually last for one to two years so buy-outs of that vintage will be affected shortly. More recent deals will be protected unless interest rates remain high for a long time.

As the buy-out has increased in popularity and profits to investors have come under pressure, the deal-makers have diversified into buy-ins. These involve an outside management team taking control of a company with the help of financial backers. Since the buy-in management team is not familiar with the company the risks of failure - and therefore the rewards of success - are much higher.

When SI announced recently that it was looking for 200 managers prepared to stage a buy-in it was swamped with 700 replies. The buy-in concept has clearly caught on.

What the buy-in trend has done is to shift the onus for putting the deal together away from the management towards the financier. The investors were anyway starting to play a more active role in putting together buy-outs but the growth of the buy-in confirms this trend. This represents a move towards the US practice in which buy-out specialists arrange deals for their financial rather than their industrial logic and managers are only involved at a later stage.

A second US financing technique which is gaining ground in the UK is the use of mezzanine finance in buy-outs. This form of high-yielding, unsecured loan funding is increasingly being employed to bridge the gap between equity and secured debt in deals.

About £110m of the £1bn

worth of buy-out finance that has been provided by SI is in the form of mezzanine, says Mr Ewen Macpherson, head of SI's City office.

But despite the increasing willingness of UK institutions to provide mezzanine, Drexel Burnham Lambert and GE Capital believe there is a gap to be filled. Mr Rodney Hall, head of GE Capital's London operations says he is prepared to provide sums of up to £200m of mezzanine to finance individual deals.

"We hope the mezzanine market will develop," says Mr John Burgess of Baring Capital Investors. "It would make deals easier." He attributes the slow development of mezzanine funds in the UK to the lack of a domestic corporate debt market which means institutions have no experience of evaluating that form of debt.

If a public market for mezzanine debt develops in Britain the prospects for far larger buy-outs being done will increase, some deal-makers say. If institutions knew that investing in a buy-out did not mean they were locking themselves in for three to five years they would be more prepared to invest, this argument goes.

In setting up in London, GE Capital, like many other US groups before it, hopes to establish a base for operations not just in the UK but throughout Europe. It plans to carry out cross-border deals - involving companies with operations in more than one country - from London and also plans a Paris office within the next two years.

The attraction of continental Europe lies the fact that in many countries the buy-out technique is not highly developed and the opportunities for profitable deals are greater.

France and the Netherlands do have sophisticated buy-out markets though there is scope for further growth while Spain and Italy have even greater potential. Germany has proved a difficult market with the German banks resisting what they see as an attempt to upset traditional client relationships. But a number of British buy-out groups with offices in Germany are hopeful that their persistence will pay off.

If the profitability of British buy-outs comes under further pressure the incentive to move overseas can only increase.

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MANAGEMENT BUY-OUTS 2

The buy-out industry has developed its own jargon, Charles Batchelor explains

Ratchets, leverage, lemons and plums

MANAGEMENT buy-out financing has become a separate part of the financial services industry largely independent of the venture capital industry from which it has sprung. The following is a glossary of the technical terms used in structuring buy-out deals and some of the related venture capital terminology.

Bridge financing - short-term funding for a company which is on the point of raising a new round of equity or about to go public.

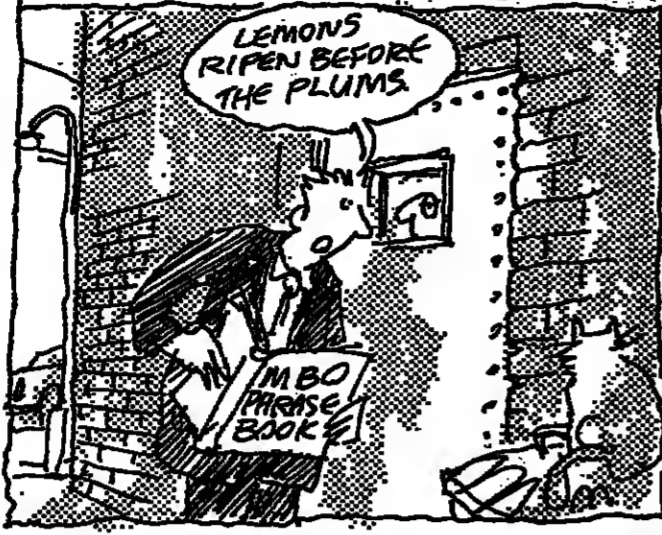
Captive fund - a venture capital fund which is part of, or owned by, a larger financial services group and which does not raise funds on its own account.

Corporate venturing - practiced on a small, but growing, scale in the UK, this is when a large corporation buys shares in a small company, either directly or through a venture capital fund. The idea is to allow the big company to get involved in new areas while at the same time sharing the costs with another partner.

Cylinders - clauses in buy-deals which limit the extent to which the interest rate charged on borrowed funds can rise or fall. A safeguard against borrowing costs rising to the point where they endanger the company. The upper limit of a cylinder is known as a "cap", the lower limit as a "collar".

Deal flow - the rate at which investment propositions come to venture capitalists. Many claim to select only one in 50, though deal-flow numbers are sometimes inflated as a virility symbol.

Development capital - later



of Return. Different people work this out in different ways but it usually means the average annual rate of return to the investor over a given period, including dividend distributions and realisation profits or the profits shown on a fair valuation of the buy-out company.

Lead investor - venture capitalist with the largest share in a syndicated investment. He usually initiates the deal and takes a hands-on role on behalf of the other partners.

Lemons and plums - had investments usually go wrong before the good ones produce a profit. In the jargon, lemons ripen before the plums.

Living dead - this refers to companies which are just about trading profitably but which are unlikely to do really well. A slightly dated term from the industry's early boom-and-bust days.

Leveraged buy-out - similar to a management buy-out though usually applied to US deals where the transaction will have been initiated by a financial group rather than management. The name refers to the high levels of borrowings these companies take on, using the assets being purchased as leverage.

Management buy-in - an offshoot of the management buy-out industry. The purchase of a business by one or more out-

side managers with the help of a group of financial backers. Riskier and hence more lucrative for the backers.

Management buy-out - the purchase of a business by its existing management with the help of a group of financial backers. The managers put up a relatively small sum to finance the deal but gain a disproportionately large share of the equity if all goes well.

Mesozanine finance - unsecured loans which rank after senior debt but before equity in the event of the company failing. To compensate for the greater risk to the lender, it usually earns interest one to

three percentage points above secured loans and often carries an equity "kicker" to give the lender a stake in the equity.

Portfolio approach - usually taken by hands-off investors, this entails creating a balanced portfolio of companies in varying sectors and at different stages of investment in the hope the overall performance will be good.

Ratchet - an incentive arrangement whereby the managers get a bigger share of the equity if the venture performs well. Sometimes managers forfeit shares if they do particularly badly.

Replacement capital - a

enthusiasm for cashing in one's chips. When an entrepreneur sells some of his shares to raise money or because he wants to leave the cash he receives is replacement capital.

Second round financing - the funds a company needs to take it onto the next stage of growth. Usually products will have been launched and the company wants to finance new products or expand its market.

Slippage - this is what happens when the buy-out company starts to get on more cash than expected because development costs exceed budget or sales grow too slowly.

Sponsored spin-out - an

investment where a new company is formed, part-owned by a venture capital company, a management team and the previous parent company. The new company is set up to exploit new developments or fresh market opportunities.

Star - a company which is so successful that it pays for all the bills. In a venture capitalist's portfolio many times over.

Straddled investment - an investment which is too large and risky to be handled by one investor and which needs to be shared among several partners.

Venture capitalist - hands-on venture capitalists describe it as the concept of adding value to investments by participating in the management and offering advice. Those with a hands-off approach use the word "investor" or "risk investor" in unquoted companies with high growth potential.

stage finance for more established companies which are profitable or nearly profitable. Less risky generally than early-stage finance.

Due diligence - detailed analysis and appraisal of the background of the entrepreneur and his business plan.

Spin-out - a formula by which the management are encouraged to perform better by paying on the basis of future performance.

Exit - the point at which the venture capitalist sells his holding in the buy-out com-

pany either through a stock market flotation or a trade sale to a large corporation.

Gearing - borrowings as a percentage of shareholders funds. If you have borrowed 2800,000 from the bank and with your backers put £1m into the business, your gearing is 80 per cent.

Hands-on/pro-active - a hands-on investor aims to add value to his target company by participating in its management, usually as a non-executive director.

IRR - stands for Internal Rate

of Return. Different people work this out in different ways but it usually means the average annual rate of return to the investor over a given period, including dividend distributions and realisation profits or the profits shown on a fair valuation of the buy-out company.

FINANCE
Big attractions for investors

GE CAPITAL, a financial subsidiary of the US group General Electric, last month became the latest company to enter the market for the financing of UK management buy-outs.

GE has plenty of company. Such has been the success of MBOs that banks and investment institutions have had a problem finding deals to finance and have resorted

knocking eagerly on management's doors. Last year, some estimates say that £5bn of funds were available for UK MBOs; the value of the deals completed was only £2bn.

Mr Tony Berry, the chairman of Blue Arrow, recently revealed that a group of US financial institutions had offered him the funds for an MBO although it is unlikely that he will take up the offer.

The stock market crash, which has left many share prices well below their earlier levels, has made the buy-out sums look even more attractive to investors. And if investors needed any reminding of the profit potential in MBOs, they have just had to watch the new issues market. In the first half of this year a quarter of all stock market listings were former MBOs, as investors cashed in on their early successes.

investors, County Nat West Ventures, MUM Development Capital, St and Standard Chartered.

Deals as large as the MFI buy-out obviously require the participation of a wide circle of investors. A group of five institutions subscribed for £150m of equity in the MFI deal and seven acted as underwriters for the £45m of senior debt financing.

THE BUY-OUT REVOLUTION

BUY-IN WHEN 45-YEAR-OLD RICHARD ASTON'S MBO OF BEECHAM'S UNIONS... LOST OUT TO A BID FROM HENKEL... CITICORP VENTURE CAPITAL SAID "FIND VENTURE GOOD OPERATION AND WE'LL FIND THE CASH."

BUY-OUT THE CITY'S MONEY IS GOING INTO NEW FULLY-AUTOMATED LINES PRODUCING TWICE THE VOLUME AND 7 TIMES THE VARIETY IN THE SAME FLOOR SPACE...

BUY-IN SALES HAVE ALREADY GROWN BY A THIRD AND PROFITS ARE UP 100%... MANAGEMENT'S 25% STAKE WILL RATCHET UP WITH PERFORMANCE

BUY-OUT 3% OF 100,000 EMPLOYEES HELPED COLON LEBFIELD BUY OUT THE ROVER GROUP'S DIVISOR SERVICE BUSINESS IN NINE MONTHS... CITICORP VENTURE CAPITAL FINANCED EQUITY IN THE £2.6M DEAL!

BUY-IN SPEED WAS ESSENTIAL... THE OTHER BANKS WANTED A SYNDICATE TO PROVIDE THE MONEY... CITICORP SAID "WE'LL DO THE DEAL NOW AND SYNDICATE IT LATER!"

BUY-IN 2,200 AIDA AGENTS BOOK HOLIDAYS AT A GLANCE THROUGH ISTEEL'S TRAVEL SERVICES...

BUY-OUT 3,000 MORTGAGE QUOTATIONS ARE PRODUCED EVERY DAY ON INVIEW AS RETAIL FINANCIAL SERVICES BOOM!

BUY-IN 35 ALAN BOWKETT WAS A MANAGEMENT SOLUTION...

BUY-OUT THEN THE MARKET CRASHED... WITH A HIGH LEVERAGE DEBON A LOW EQUITY BASE ALAN WAS THE ONLY CASH BUYER IN SIGHT. IN TWO MONTHS HE PULLED OFF THE UK'S BIGGEST-EVER BUY-IN AT £73M.

BUY-IN HE'S PUTTING PIDE BACK INTO METAL... BISHING AS LIMITED PRODUCTION INDUSTRIES LOOKS TO AN EARLY 12% PROFIT IMPROVEMENT.

BUY-OUT THEN THE MARKET CRASHED... WITH A HIGH LEVERAGE DEBON A LOW EQUITY BASE ALAN WAS THE ONLY CASH BUYER IN SIGHT. IN TWO MONTHS HE PULLED OFF THE UK'S BIGGEST-EVER BUY-IN AT £73M.

BUY-IN ALAN SAYS 'CITICORP ACTED VERY QUICKLY... INSTANTLY WE WERE TALKING FINANCE WHICH OTHER BANKS WERE JUST TALKING ABOUT... THE PERSONAL RELATIONSHIP WAS VITAL... I WAS PUTTING EVERYTHING ON THE LINE AND CITICORP OFFERED ME IDEAL INTEREST!'

BUY-OUT YOU HAVE A QUALITY PROPOSITION, CALL ON US... WE'VE BEEN HELPING BRITISH BUSINESS MEN BECOME ENTREPRENEURS SINCE 1981 SO WE'RE NOT JUST ANY TOM, DICK OR HARRY. ASK RICHARD FOR THE ALAN.

CITICORP VENTURE CAPITAL

WE BELIEVE THAT IT'S MANAGEMENT, NOT MONEY THAT DETERMINES THE SUCCESS OF AN ENTERPRISE... THAT'S HOW WE BUILT OUR REPUTATION FOR FINANCING MANAGEMENT BUY-OUTS AND BUY-INS.

SIZE IS NO OBSTACLE... AS PART OF THE WORLD'S LARGEST BANKING ORGANISATION WE HAVE THE FINANCIAL MUSCLE AND WE TALK ON CROWDED CROSS BORDER DEALS, BECAUSE WE HAVE A VIGOROUS INTERNATIONAL NETWORK THAT REALLY WORKS.

HOWEVER, WE OPERATE AS A SMALL INDEPENDENT TEAM... OUR STAFF COME FROM INDUSTRIAL AND GENERAL MANAGEMENT, MARKETING, MANUFACTURING, TECHNOLOGY AND FINANCE... SO WE UNDERSTAND DRY-TO-DRY BUSINESS CHALLENGES... WE ARE FLEXIBLE AND CREATIVE IN STRUCTURING OUR FINANCIAL PACKAGE TO A COMPANY'S PARTICULAR CIRCUMSTANCES.

failures are still quite rare. It has said that it expects only one in ten of the buy-outs it funds to be unsuccessful. Until that ratio improves, the focus of potential buy-out investors is likely to increase.

In 1986, according to the Centre of Management Buy-Out Research, 147 separate equity investors backed buy-outs in the UK. Amongst the most significant players in the UK are the venture capital groups, like Schroder Ventures and Charterhouse Development Capital.

The British MBO market has tended to be centred round small, private companies and a selection of large companies where venture capital expertise can be handy. In the US, by contrast, many MBOs have involved highly leveraged deals involving breaking up large companies for their asset value.

Ms Susan Lloyd, managing director of Venture Economics, recently wrote in a European bank on management buy-outs, that MBOs accounted for 44 per cent of all the funds invested by venture capital organisations in 1986.

Apart from Schroder and Charterhouse, the leading investors, according to the Centre, were Barclays Development Capital, CIB Industrial Investments, Citicorp Venture Capital, County NatWest Ventures, Elektra Investments Trust, Investors in Industry (SI), Midland Management Ventures and Prudential Venture Management.

The list shows that the financial institutions dominate the market. Apart from the three British and one US (Citicorp) clearing bank funds, CIB is backed by one of Britain's largest pension funds, British Coal and Prudential Venture Management is part of the insurance company group.

But even with the big institutions involved in the market, the increased size of UK buy-outs now means that many deals are financed by a syndicate of investors. For example, the recent second buy-out of Maccross, the cash and carry automotive parts group, was financed by a group of four

The growth of the market has meant that a large number of specialist buy-out funds have now been established. For example B2W set up the Barclays de Zoete Wedel Buy-out Trust, a £20m fund designed to allow Barclays Development Capital.

The US banks have obviously been keen to grab a share of the UK market, although deals are still not as highly leveraged as those in America. Bankers Trust has been involved in buy-outs such as the Rover Group's sale of Leyland Bus and Harry Goodman's International Leisure Group. Citicorp's prominent position in the market has already been mentioned and other active US banks include the First National Bank of Boston and Security Pacific.

However, everything in the MBO market is not always rosy. When Parker Pen attempted to beat on the UK stock market in June, the group's venture capital investors clashed with its broking arm.

The brokers responsible for the deal were not prepared to back the high market capitalisation placed on the company by its investors. The latter wanted to sell 20 per cent of the company for nearly as much as the whole of it had been valued less than three years previously.

In the event the float was abandoned and Parker Pen was acquired last month by French business.

It may be harder to see the potential for profits in buy-outs where the main motivation seems to be disillusionment with the stock market.

But for the moment there seems little dampening of MBO investors' enthusiasm.

Top equity investors

	Nos of MBOs Invested in
St	45
Cit	34
Clabra	32
County Natwest	31
Citicoop	29
Prudential	27
Charterhouse	26
Midland Venture Ventures	22
Candover	22
Lloyde	19
Globe	18
Kleinwort	18
Barclays	15
Schroder	15
Warburg/Mercury	15
Philips Ventures	14
Murray Johnstone	13
Legat & General	13
EN	12
Foreign & Colonial	12
Bankers Trust	10
SUNBT	10
Norwich Union	9
SFHG Equity Ventures	9
Redcliffe	7
Scottish Eastern	7

Source: Paul Warwick Ltd, 1988

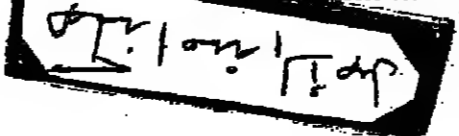
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MANAGEMENT BUY-OUTS 3

Charles Batchelor on how to go about a buy-out

An exhilarating, frightening experience

THE MANAGEMENT buy-out has become such a popular method by which managers take control of their own business that it is easy to assume the technique is familiar to every self-respecting chief executive and finance director.

The reality is that for most executives a buy-out is a once-in-a-lifetime experience which is at the same time exhilarating and frightening. Venture capitalists who find many of the deals report anxious telephone calls from managers keen to buy out their company who admit to complete ignorance as to how they should go about it.

The number of successful buy-outs may have increased sharply over the past year or so but conditions have, if anything, become tougher for would-be buy-out teams.

Vendors, usually the parent company or the controlling family in the case of a private company, have become more aware that they can strike a hard bargain. The days when companies were happy to sell poorly-performing subsidiaries at below net asset value just to be rid of them are long gone.

Competition has also become more intense because there are growing numbers of rival groups of outside managers willing to stage a buy-in and of trade rivals prepared to make a

competing offer. A trade buyer can frequently justify a far higher price than the managers could afford because of the benefits it can gain from integrating the purchase into its own operations.

So how should managers go about acquiring the ownership as well as management control of the company for which they work? What are the pitfalls they should look out for?

Firstly, a suitable buy-out team must be put together. It is likely to include the chief executive and finance director of the business though other skills, such as marketing and production, will also be required. The smaller the buy-out team the better. Experts suggest between two and six people is best so as to avoid disagreements within the team and speed up decision-making.

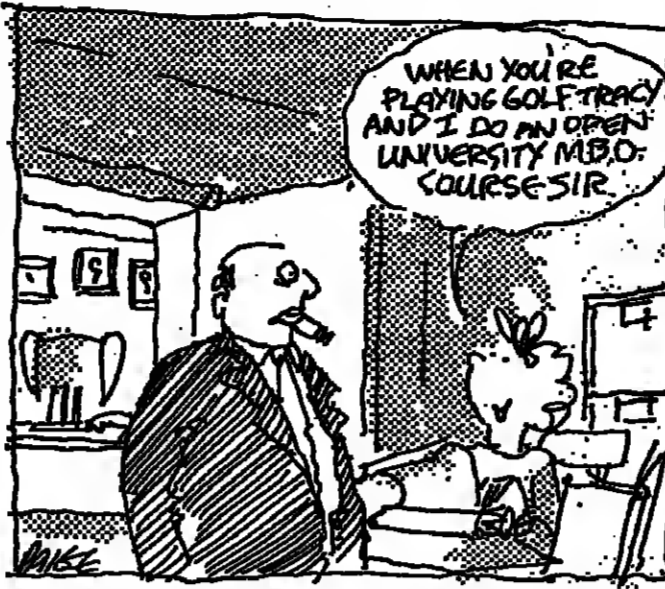
The team should establish at an early stage whether a buy-out is feasible. This avoids wasting time and money on fees to professional advisers. The advisers themselves should be chosen for their previous experience in this area

and they should be involved at an early stage. This might increase the fees charged but could avoid basic errors at the outset and save money in the long run.

The accountancy firms have made a specialism of advising buy-out teams but lawyers and other financial consultants have also moved into this market. It is wise to check the details of previous deals which have been completed to see who has been involved.

The advisers may help the management team prepare the business plan which is needed to raise the finance, before referring the managers out to the venture capital groups and other City institutions which back buy-outs. Some venture capitalists warn however that the accountants and others are apt to judge the financier on the basis of how cheaply he will do the deal rather than whether he has any special skills which might prove useful in a particular situation.

The business plan should explain briefly how the buy-out opportunity arose and the aims



of the buy-out team. It should provide profiles of the managers and details of their experience and qualifications.

The business itself must be described in some detail, covering its history, products, mar-

kets, competitors, technology, management structure and financial performance.

The plan should outline the managers' plans for the future including the areas of product development, market openings

and the resources required to attain these goals. Financial projections should be made covering profits, cash flow and balance sheets for at least three years ahead. Finally, the managers should estimate the finance they will need, including the purchase price and capital needs of the independent business.

Above all, the specialists urge, be realistic. One investor reports turning down a buy-out proposal "because it relied on the whole industry coming to its senses" and refraining from price cutting for several years. Since the business was in a notoriously cyclical industry prone to bouts of fierce price-cutting this condition seemed less than realistic.

Many multi-million pound buy-outs appear to balance, like inverted pyramids, on minute quantities of the managers' own money. Despite their small investment (in relation to the other funds being provided) the managers often gain a substantial stake in the equity of the business.

Realistically, though, the

amount the team invests must be large enough to demonstrate commitment and yet still allow the institutional investors a good return. A typical investment would be £200,000 with the amounts contributed by each individual ranging from £25,000 to £50,000.

Depending on the structure of the deal, the managers could expect to acquire anything between 10 and 60 per cent of the company although higher percentages have been known. Many deals involve "ratchets" which allow the managers to increase their stake later if performance targets are met.

One of the most difficult tasks for the managers is dealing with their bosses. It is not unknown for managers who propose a buy-out deal to get the sack. They certainly face psychological pressures and the fear that if the deal does not go through, their career prospects with the parent group may be harmed.

It is here, in negotiating with the vendor, that the independent adviser earns his money.

He will not be concerned about upsetting anybody. One venture capitalist did such a good job of pointing out to the vendor the weaknesses of the business he was selling that the managers asked why he was helping them if the company was in such a bad way.

A cool, constructive approach to negotiations is best. Bluff and bluster are not recommended and threatening to resign and walk away from the business should be a desperate last throw. Do not make such threats unless you are prepared to carry them out, the professionals say.

The managers must be prepared for a long haul. Negotiations will almost certainly be spread over several months. At one moment they will be going smoothly. At the next they will appear near break-down.

Finally, when the months of negotiation are over, the real work starts. The managers must show that they can run their own operation outside the protective embrace of a large organisation. Many buy-outs have made their owner-managers rich men within a very short space of time. But the deals which go wrong, where managers are sacked or the finances restructured, bear witness to the risks involved.

BUY-INS

Value of strangers

WHEN 3i, Britain's largest venture capital group, announced in June that it was looking for adventurous executives prepared to stage a management buy-in it was hoping to find 200 candidates. Four months later 3i has 700 names on its buy-in list and Mr Richard Summers, director in charge of the operation, is attempting to whittle the number down to a more manageable size.

The typical manager who has approached 3i is aged between 40 and 50 years and has had senior management experience with several companies. One university-educated executive in his mid-40s had spells in production and marketing with Procter & Gamble and Mars before going into a privately-owned company with the promise of a stake in the equity. When the equity failed to materialise he offered to take part in a buy-in.

Management buy-outs have attracted a great deal of attention in recent years as the number and the size of deals has increased. Buy-ins have probably been around for as long as buy-outs though they have only been marketed by the deal-makers as a separate, clearly defined phenomenon

since the mid-1960s. Researchers have identified eight deals each in 1982 and 1983, a drop to just five in 1984 and a sharp rise thereafter. In 1985 25 were completed, increasing to 44 in 1986 and 72 last year. While the number of deals completed last year rose there was a fall in the total value, from £300m in 1986 to £275m, according to a recent survey by Midland Montagu Ventures.

Despite this increase in the number of deals done and the strong response to 3i's marketing approach, buy-ins are tricky deals to put together. "We think the upward trend my level off because of the sheer difficulty of getting them done," says Mr Hugh de Quervain, managing director of Midland Montagu Ventures.

Finding the right combination of an experienced and motivated manager, a suitable company and a willing vendor is more difficult than Midland Montagu originally thought, Mr de Quervain acknowledges. Only one in 20 of the managers who apply is suitable while a further one in 20 of all the deals his team seriously considers actually goes ahead. Buy-ins share a number of

common factors with the buy-out. They both involve a combination of an investor or group of investors, who provide the bulk of the finance, and a management team which takes an equity stake.

But whereas the managers in a buy-out come from the existing management team, in a buy-in they are usually strangers to the company, and they come in from outside. This places an extra premium on their management skills since they are not familiar with the problems the company is facing.

Both buy-outs and buy-ins usually inherit a heavy load of debt which must be paid off as rapidly as possible from profits.

The main requirements for a successful buy-in are: ● A management team with a successful track record either in the same industry or in dealing with the specific problems facing the buy-in company. Experience of managing an

autonomous business rather than just running part of a larger group is a bonus. ● A target company which is under-performing because of weak management with shareholders or an owner who is willing to sell out.

● An important advantage of the buy-in is the fact that, unlike a buy-out, the incoming managers cannot be accused of running the company badly when it belonged to somebody else but of performing much better when their own money is invested.

Despite the higher risks associated with buy-ins, 3i, which has led the majority of deals which have been completed so far, says it has had a very low failure rate. Only two of the 70 deals backed by 3i over the past two years have resulted in failure though it is too early to judge what the ultimate failure rate will be.

To compensate for the higher risks the investors expect a higher return. Ven-

ture capitalists would typically calculate a 30 to 40 per cent annual rate of return on a buy-out, 40 to 50 per cent on a buy-in and 50 to 60 per cent on a start-up though these are gross rates of return and the actual rate achieved will be lower.

The role played by the deal-makers in selecting buy-in managers and finding target companies suggests a move in Britain towards institutionally-led deals. Up to now the main difference between the UK-style management buy-out and the US leveraged buy-out has been that in Britain the initiators of most deals have been the managers not the institutions.

Mr Charles Gossor of Phil-drew Ventures foresees this trend developing. Phil-drew Ventures would be prepared to buy a company for its own account and then find managers to run it, he says.

Charles Batchelor

Larger Management Buy-Outs 1981/88

£m	1981	1982	1983	(Total funding in £m)	1984	1985	1986	1987	1988
Under 25	10	15	20	25	30	35	40	45	50
25-50	5	10	15	20	25	30	35	40	45
50-100	2	5	10	15	20	25	30	35	40
100-250	1	2	5	10	15	20	25	30	35
250+	0	1	2	5	10	15	20	25	30

Larger management buy-outs are listed in those with total funding of over £25m in 1988 values. UK MBOs are strictly so defined and exclude for example management buy-in, leveraged buy-outs and UK financed offshore MBOs. Source: Paul Marwick McLintock

Countdown to 1988

The stock market crash did not stop our progress.

In October, we completed our 100th management buy-out with Venture Plant, a leading plant hire company.


On Christmas Eve, completion of the £17.5 million buy-out of Aynsley China from the Waterford Group brought our tally of buy-outs and buy-ins that year to 25.

1988

In May, Southnews became our first management buy-in to obtain a USM quotation, 18 months after the original transaction.

It is a measure of success that, since Black Monday, no fewer than six of the management buy-outs we have financed have obtained a flotation, with a further five expected in the next six months.

These highlights merely outline County NatWest Ventures' management buy-out expertise. Our new brochure paints the full picture. In describing the way we have supported management teams in the past, it demonstrates why our experience should guide your future.



County NatWest Ventures Limited, Drapers Gardens, 12 Throgmorton Avenue, London EC2P 2ES. Tel: 01-382 1000.

For a copy of our new brochure call Helen Visser on extension 8465. © The NatWest Investment Bank Group

1974

Although 1974 was the year of the three day week, at County NatWest Ventures we were working flat out on a brand new project.

In August, we reaped the fruits of our labours when we supported our first management buy-out team.

1980

As the new decade arrived, our management buy-out activity was rapidly gathering pace.

By the end of the year we had tucked the 25th under our belt.

It was a reflection of the expertise built up over the previous six years.

1985

1985 saw us steaming towards new horizons when we led the £19 million privatisation buy-out of Vosper Thornycroft, the warship builder.

Such was the success of this buy-out that less than three years later the company was launched on the Stock Exchange.

1986

Among the 23 management buy-outs we backed during 1986 were two from Cadbury Schweppes - Swallowfield and Jeyes Group.

MANAGEMENT BUY-OUTS 4

Unhappy about share prices, some companies are feeling . . .

The urge to go private

COULD THE management buy-out be about to take off as a means of taking public companies private? The continuing stock market malaise following the crash of October 1987 has prompted the managers of many public companies to think seriously about buying themselves out of their public misery.

Mr Richard Branson, chairman of Virgin, the entertainment group, last week announced the terms of a \$268m buy-out of his company after less than two years as a public company which left him very dissatisfied with the share price. In August, Mr Tony Berry, chairman of Blue Arrow, the employment services group, had said he could get the funds needed to take his company private.

Venture capitalists and the funders of buy-outs report they regularly receive approaches from public company chairmen interested in the idea. It says it is currently studying three proposals.

At first sight there is little to stop deals such as these going through. The venture capital/buy-out community is flush with cash; many companies are disappointed with their stock market ratings; and the US, the source for many financing techniques which later take root in Britain, has been experiencing a leveraged buy-out boom.

The recent arrival of two new US players on the British buy-out scene - Drexel Burnham Lambert, which dominates the US junk bond market, and GE Capital, the finance arm of General Electric of the US - may signal a change. But so far British institutional investors have proved resistant to the charms of the public company buy-out.

Public company buy-outs appeared to get off to an auspicious start in early 1985 when institutions backed a \$56m offer from the management of Haden, an engineering group, to buy out their company in the face of a hostile takeover bid from Trafalgar House.

But later that same year an unsuccessful attempt by the management of Molins, a manufacturer of cigarette-making equipment, to take the company private, showed the limits of the institutions' willingness to go along with these deals. The Molins' offer was judged ungenerous and the



Happier times: Richard Branson amid the rush for Virgin Group shares two years ago

institutions' fears were aroused that the management knew more than it was prepared to tell its outside shareholders.

This fear, that managers are not revealing all, coupled with the feeling that if the managers think they can do better than they should be prepared to do it for the existing shareholders, has dogged subsequent buy-out proposals.

Managers have had to offer institutions rather more convincing arguments to win shareholder support.

Nevertheless, Mr Harry Goodman persuaded institutions to back the \$150m buy-out of his International Leisure Group in April 1987 on the grounds that the cyclical tour operations business faced a period of uncertainty. Shareholders also felt his investment plans for the airline side of the business would strain their patience and their pockets.

A year later, in April 1988, Glass Glover, a grower and distributor of fresh fruit, was able to persuade its shareholders that prospects were gloomy enough for it to be taken private by its management. Even so, one large investor, Scottish Amicable, held out for three months before finally accepting, last July that it could not force better terms on the deal.

Despite the handful of transactions that have been completed, forecasts that large

numbers of disappointed recent arrivals on the Unlisted Securities Market would bow out, have not been fulfilled.

Institutions still question why they should agree to sell out when the venture capitalists, sometimes within their own organisation, are ready to back the deal. The venture capitalist has to demonstrate that the type of finance the company now needs, and the higher risks attached, justify the high rates of return he expects.

Persuading the institutions is such an uphill struggle that some venture capitalists do not believe that public company buy-outs will ever be done in large numbers. Charles Gonzor of Philidrew Ventures says buy-ins by outside management teams are more likely than buy-outs.

But opinion on this is divided. In the UK business framework, where disclosure requirements are less strict than in the US, hostile buy-in teams would not have enough information to mount a sensible offer, says Mr Otto van der Wyck of Baring Capital Investors.

Just why hostile leveraged buy-outs should have become so popular with US investors while having so little appeal for their British counterparts remains something of a mystery to many people.

One suggestion is that British institutions are reluctant to sell because the subsequent flotation of the buy-out group would show what a poor deal the original investors had got. In the US, by contrast, many buy-outs are dismantled and sold to trade purchasers so the discrepancy in the price is not so obvious.

Restrictions on partial tender offers in the UK, which prevent offers from bidding for, say, 51 per cent of a company's stock, also militate against public company buy-outs, say some.

But the most commonly advanced reason is the lack of subordinated debt finance - mezzanine finance in UK parlance. Junk bonds in US terms - to make the financing of large public company buy-outs possible. As the price of deals has risen a layer of high-yielding mezzanine funds has become necessary to bridge the gap between equity and secured loan finance.

Mezzanine funds, which offer a higher yield than secured or senior debt to match the greater risk, have appeared in UK buy-outs over the past two years but the amounts available have so far been modest.

This may now be about to change. Drexel is raising a \$200m First Britannia fund to provide mezzanine finance for UK deals while GE Capital plans to tap its US parent's resources for large amounts of mezzanine finance.

Mr Rodney Hall, head of GE Capital's newly-established London operation, says he is willing to provide up to \$200m of mezzanine finance for individual deals - five or six times more than the sums which have previously been available.

"This should lead to more deals in which public companies are taken private," he forecasts.

Mr Stephen Curran, deputy chairman of Candover Investments, also believes more of such deals are "inevitable". One reason advanced by the financiers is the "envy factor". Public company directors have seen their junior managers grow rich by staging buy-outs of their divisions and subsidiaries. Now they too want a share of the action. Whether Britain's institutions will let them still remains to be seen.

Charles Batchelor

NO MATTER what their relative histories generally, there can be little argument that on the financial front it is the UK which tends to ape the US. That broad generalisation certainly has some application in the corporate finance field - and, arguably, in the buy-out arena specifically.

For a start, the management buy-out movement is somewhat younger in the UK. The idea was basically borrowed from across the Atlantic in the early 1970s, and has burgeoned here since then. That said, it was not until the current decade that the MBO concept really took off in Britain, with the first deal to pass the \$50m - National Freight Consortium - negotiated in 1982. Just two years later, the more advanced climate on Wall Street was seeing its first \$10m buy-out - that of Wamco in 1984.

True, the growth of the MBO industry in the UK has been rapid of late. In the entire period up to 1982, the value of management buy-out deals in the UK barely approached \$200m, but by 1987, the annual figure topped \$30m. Nevertheless, the US remains well ahead in the size stakes; annual leveraged buy-out activity is now reckoned at around \$60m. The US, moreover, still claims the largest deal ever done - the \$8.2bn offer for Beatrice Foods.

Deal structures are another area where the US tends to lead the UK - though many might argue that innovation and financial prudence do not necessarily go hand in hand, and that the more conservative UK approach has a good deal to recommend it. Wall Street is now famed for the breadth of its capital markets, and leveraged buy-out deals there have employed any variety of complex mezzanine finance, junk bonds and the like.

These American structures, moreover, tend to translate into much higher gearing levels immediately after the buy-out is completed. It is generally reckoned that average equity to debt ratio on US deals is around nine or ten to one. The comparable UK figure is put at perhaps five to one.

Such differences, however, are largely symptomatic of a more fundamental underlying force. In general, most UK buy-outs have been initiated by either the incumbent management or, indirectly, by the management of a parent company which decides - for group strategic reasons - to dispose of one particular arm or subsidiary.

Very broadly, it is estimated that as much as three-quarter of recorded deals in the UK

LEVERAGE FINANCE

Specialists eye UK

Top providers of debt

	Now of MBOs
Bank of Scotland	28
Netwest	24
Barclays/BZW	20
Standard Chartered	18
Milford Montagu	15
Froyd Bank of Scotland/Charterhouse	14
Lloyds	13
Johns Wort Benson	11
Business Trust	7
Citybank	7
Creditanstalt Bankverein	7
Long Term Credit Bank of Japan	5
Den Norske Creditbank	5
Industrial Bank of Japan	4
China	4
Canadian Imperial Bank of Commerce	4
Credit Agricole	4
Frankfurter	4
Bank of Boston	4

Source: Paul Marwick McBook

result from divestments by domestically or foreign-owned parent companies.

In the States, by contrast, the role of the deal-makers is far more pronounced. The Leverage Buy-Out (LBO) industry is fairly substantial with over two dozen well-known specialists in the area, plus the various investment banks.

Moreover, the tradition of drumming up business via specific deals, rather than letting it surface through via well-established client relationships, is very much part of the American corporate finance scene.

With this in mind, it is not perhaps surprising that buy-outs should become a fairly familiar response to a takeover situation on Wall Street. One good current example would be the situation at publishing group Macmillan, where the UK publisher Mr Robert Maxwell has been engaged in an auction with leveraged buy-out specialist, Kohlberg Kravis

Roberts. Equally, it is worth noting that the recent speculation - and to more than that - that Blue Arrow, the employment agency business, headed by Mr Tony Berry, might be taken private involved talks between US investment house Dillon Read, the US investment bank, and possible investors.

But is Britain likely to continue moving closer to the States? Those arguing in favour of this general notion usually point to the growing number of US-owned leveraged buy-out-related funds being set up in the UK. Perhaps most publicity has centred on the First Britannia fund, being set by Drexel Burnham Lambert, the acknowledged "junk bond" specialists.

This fund is expected to invest in high-yielding bonds used primarily in management buy-outs in the UK and Europe. "junk bonds" - though term is slurred - are basically high-

yielding securities used as a financing tool in such situations. They invariably rank low in the pecking order of the buy-out vehicle subsequently his financial problems. They can also be linked to some sort of warrant structure, allowing investors to buy shares in the new vehicle at a pre-determined price in the future.

According to Drexel, the junk bond market in the States had climbed to a hefty \$300m (including private placements) in the UK. It is substantially smaller. The firm estimates that such bonds have featured in less than a dozen deals, including only some \$50m in value terms. Arguably, the availability of the Drexel fund could have a significant impact on the method of financing MBOs in the UK. That said, the fund is far from huge - Drexel has said that it wishes to raise about \$200m over the coming year for subsequent offerings scheduled from early September to mid-October. The US house adds that seven deals are currently being looked at.

Drexel, it should be said, is not the only US house to see sizeable opportunities in the UK's MBO market. GE Capital, the financial services arm of General Electric, has established a London-based team, for example, while Citicorp has talked about a \$10m fund.

That said, American investment houses have been stammering round the corporate finance arena generally for some time, and the overall invade made have been relatively limited. The indigenous practitioners have some grounds for remaining fairly sanguine - in public at least. "They tend to promise more than they can deliver," says one typical blue-blooded UK practitioner. Moreover, the thought of LBOs playing any sizeable role in the contested takeover arena hardly seems a scenario likely to delight Britain's institutional shareholders - or, possibly, the Bank of England. Leveraged bids, after all, have a less-than-successful history in the UK.

But whether, in the process of trying to see off the competition, UK financing institutions themselves adopt a more American style remains to be seen. It could be an interesting battle to watch.

Nikki Tait

Total UK Management Buy-outs

Year	Number	Value (\$m)
1980	100	40
1981	170	120
1982	190	230
1983	298	280
1984	190	280
1985	280	1,000
1986	270	1,200
1987	300	2,800
1988 (to date)	210	2,800
	1,860	8,200
Annual average	210	850

Source: Paul Marwick McBook

THE BRICOM GROUP
UK
Management Buy-Out
£405 million funding

ALLEVARD INDUSTRIES
France
Management Buy-Out
FFr 530 million funding

HHL
Italy
Management Buy-Out
\$62 million funding

PIER IMPORT
France
Management Buy-In
FFr 240 million funding

BUCKS GROUP
UK
Management Buy-Out
£8.8 million funding

Funds advised by Baring Capital Investors acted as lead investor in these transactions, all of which, with the exception of HHL, were organised by Baring Capital Investors.

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MANAGEMENT BUY-OUTS 6

PROFILE:KTM



KTM finalises its ESOP: l to r, Bob Bretherton, Malcolm Sheppard, Mike Bright, Graham Felstead, Joe Wickham, Peter Cooper

A big stake for the workers

WHEN Mike Bright was presented with the opportunity to buy KTM - one of the UK's leading machine tool manufacturers - from Vickers, he decided that the Brighton-based company's 295-strong workforce should be able to get in on the act as well. The result was a management buy-out coupled with one of the UK's first Employee Share Ownership Plans - ESOPs for short.

Full details of the scheme have yet to be finalised, but in essence it will be similar to those established at companies such as City Vehicle Engineering (144 employees), Llanelli Radiators (850) and MFI Furnishing Group (6,500). Amid much legal complexity, the purpose of which is to appease the taxman, a so-called employee benefit trust is set up as a vehicle to hold the employees' shares.

In the case of KTM, which is being advised by Granville & Co, the merchant bank specialising in small companies, the workforce will acquire an initial 19 per cent of the company's equity capital. It costs them nothing, and later on that percentage could increase.

Bright denies that he is being particularly generous, although the percentage of shares being given away seems high when compared to the 11 per cent that went to the 200 employees of Lydney Products, a former subsidiary of Malleson Denny, or the 5 per cent which went to workers at MFI. The total financing for the acquisition of KTM came to

£7m, a figure which includes liabilities assumed by the new owners and an investment of £1.5m retained by the former parent. The great bulk of the finance took the form of the £5m term loan facility provided by the First National Bank of Chicago.

For the purposes of the acquisition, a new holding company was set up, called Flexible Manufacturing Technology Limited (FMT). The total equity investment in this vehicle amounts to £2.2m, of which £1.5m is represented by preference shares owned by Vickers. These are not convertible into ordinary shares, and are redeemable at FMT's initiative according to a timetable agreeable to both parties.

There are no outside equity investors. Bright is reluctant to disclose the precise breakdown between the equity put up by management and that which is to be allocated to the employees, which came to a total of £700,000. The purchase of the employees' shares by the trust was funded by Unity Trust, the trade union and co-operative finance house. Advice on this aspect of the deal was furnished by New Bridge St. consultants, based in the City of London.

Bright is adamant that the function of an ESOP is basically simple. He concedes, however, that the thing is somewhat more difficult to explain to employees than would seem to be strictly necessary. The essential principal is that every employee should be given shares in the company

following the achievement of planned trading profits in two consecutive financial years. New employees will not be allowed to join the scheme until the beginning of the following financial year.

"The ESOP has borrowed money from Unity Trust to pay for the shares", the employee's explanatory booklet reads. "FMT will give back some of its profits to repay this borrowing. You are not responsible for paying it back in any way."

As part of the ESOP borrowings are repaid, the ESOP will give away some of its shares to all eligible employees. For tax reasons to begin with the shares are held in trust for you and you will not normally be able to sell these shares for at least two years. If you leave them in the trust for five years, you get them completely free of income tax.

The booklet explains that although the shares are held in trust, the employee is the full beneficial owner, entitled to vote and to receive dividends.

If the company is successful, the value of the shares will increase. This value will of course not be realisable by selling the shares on the Stock Exchange, but the trust has undertaken to buy the shares if it has sufficient funds. The price it will pay will be determined by the company's auditors, and priority will be given to those employees who need to sell the shares for reasons of hardship.

The number of free shares to be allocated to each employee depends on the level of his or

her salary and length of continuous service. To get the free shares, you have to have been a full-time employee for a minimum of two years on the so-called ESOP qualifying day - the last day of the financial year applicable to the planned profit which is to be achieved before the shares are to be allocated. The company will invite you to take them up. If you don't reply within a certain period, it will be deemed that you're not interested.

Certain restrictions apply. You must leave the shares in the hands of the trustees for a two-year "period of retention" as required by law. If you instruct the trustees to sell the shares or to transfer them to you between two and five years after the allocation date, you will normally be liable to pay income tax on a proportion of the original value of the shares.

If you leave your job, and the shares have already been transferred out of the trust, you may no longer keep them. If the trust is not a position to buy them at the market rate, then it will offer for sale to other shareholders. If your shares are still in trust when you leave, you are not under any obligation to sell the shares until they have been transferred to you.

The booklet has not yet been circulated to employees, but Mr Bright reports that - for all the complexities of an ESOP - they are enthusiastic about the idea.

David Waller

ESOPS

Involving the employees

TO EMPLOYEES, it must look like a fairly simple proposition. A small management team arranges to buy-out a company, and in the process stands to make a large amount of money. It would surely be simple enough to extend that opportunity to the remainder of the workforce.

Many employees would argue that they would be more committed to the success of the business if they had a direct stake in the profits which might be made. Indeed the exclusion of employees from a buy-out can heighten concern over the sudden transformation of the company with the creation of major shareholders, a rapid movement towards flotation, and then an entirely new set of owners being introduced.

But as yet, despite these reasons for including employees in a buy-out, most management teams have been put off by the complexity, and uncertainty of turning a management buy-out into a management-led, employee buy-out.

In the last couple of years several consultants, banks and other financial institutions have begun to market a mechanism which meets the employees' desires for involvement, and the management's need for speed and confidentiality.

That mechanism is to set up an Employee Share Ownership Plan (ESOP) at the time of arranging a management buy-out.

The technique was used recently in the Unipart buy-out, which was twice over subscribed by first-time, employee investors.

The basic mechanism is to establish a trust, which can buy shares set aside for employees, and then offer them to employees once the buy-out is completed. The risk that employees may not take up all the shares on offer, can be overcome by arranging for institutional investors to underwrite the shares held in the trust.

Mr Laurie Brennan, chief executive of New Bridge Street Consultants, which specialises in employee share-ownership plans, explains: "In an effect an extra, but silent institution is introduced to the negotiating table - the trustees acting on the employees' behalf."

The interest in employee share-ownership plans is likely to be encouraged by a series of developments - the introduc-



tion of non-financial forms of employee involvement, performance-related pay schemes, personal pensions, the spread of individual share-ownership through the Government's privatisation plan. These mean two things. Firstly, workers form a relationship with their employers which is not just through their pay packets. Secondly, a wage is not the sole source of workers' income.

If there was a time when employees would passively follow their managers into a dramatic change of ownership like so many foot soldiers, it is fading fast.

The banks and other financial institutions have also changed their approach. Mr James Odgers, formerly a vice president at Chemical Bank, who recently set up a special company to advise on leveraged buy-outs, says: "The friction which the word 'collective' sends down a banker's spine, these days is no more than an old-fashioned reaction engendered by memories of the 1970s and the ill-starred attempts at worker ownership."

"Those days are being replaced by a growing acceptance that the more an enterprise's employees are involved at all levels of decision making and reward, the more profitable that enterprise is likely to be in the long term. Banks are beginning to realise that employees collectively organised could be a substantial and acceptable new customer source."

However there are still several extremely thorny problems which stand in the way of a successful employee/share-ownership buy-out.

Management buy-outs normally involve the management team taking a relatively small amount of ordinary shares, with institutions investors taking a large amount of preference shares. If employees are only offered ordinary shares they will be able to invest only a few pounds. Mr Brennan, advised companies go for a mix of the two.

What then is the relationship between the managers, the employees, and the institutions. Mr Odgers, who was closely involved in the recent MFI, management-employee buy-out cautions against management's seeing an ESOP as a financial tool. He says: "You cannot just stuff your employees full of shares, use them to raise investment funds, and then leave it at that. The trust has to become a way for current and future employees to become involved in the business. It has to work in tandem with other changes in management style to get to real gains in productivity, motivation and commitment."

Most employee buy-outs do not give employees the same measure of involvement as managers. Mr Brennan recommends that the employees should get a better deal than institutional investors, but not as good as the managers.

He argues the important message for employees that they are involved, but management is getting a better deal because it is on their judgment that the long term success and failure of the business can turn. Thus employee buy-outs should very much be structured as management-led.

How can employees be given an exit, so that they can realise the rise in value of the shares? This is where the trust comes in - value, not merely as a means to raise initial finance, but to create a limited internal market for shares. If employees leave, they can sell the shares back to the trust.

Mr Odgers believes that an ESOP could also provide an exit route for institutions, which could sell their shares to the employees. In the event of a flotation, the ESOP could be reconstituted to maintain the employee's involvement.

Mr Odgers says: "If the employees hold the shares for a while, then sell them quickly once the value goes up, you lose all the benefits. The current employees have taken their gains and might lose motivation; the future employees have no capital incentive for greater effort, because the shares have been disposed."

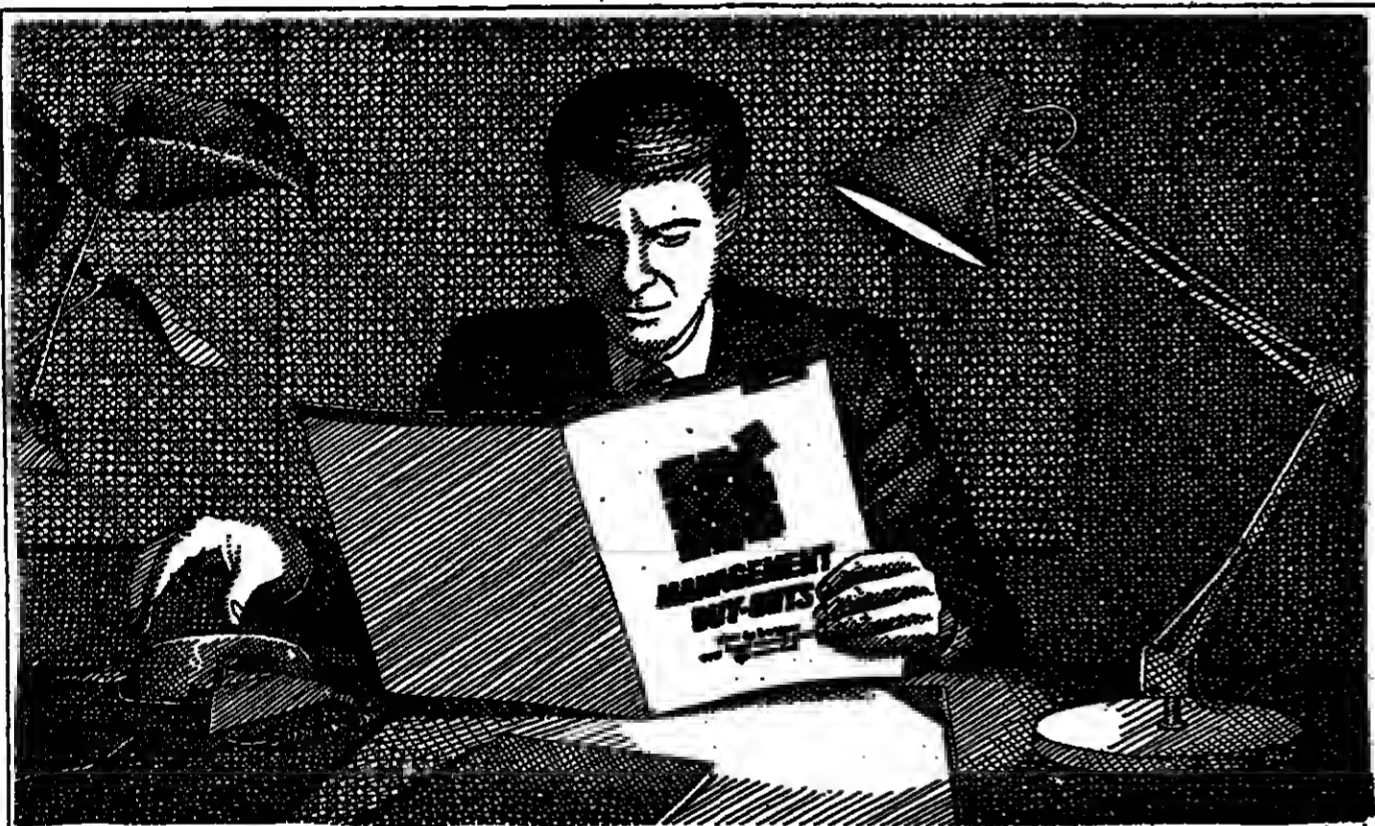
Both Mr Brennan and Mr Odgers, argue that to be successful the ESOP has to be set up not just as part of the initial buy-out but a longer term change in the position of employees.

The final difficulty facing an buy-out involving an ESOP is the tax position. Will the scheme win Inland Revenue approval to offer employees tax benefits? According to Mr Odgers, this is the main uncertainty hanging over the use of ESOPs in buy-outs.

If a company attempts to set up a scheme approved by the Inland Revenue this could involve lengthy and restrictive negotiations with tax inspectors. If not, employees could be liable to pay income tax on the growth in value of their shares.

Even without the clarity of a revised tax position, Mr Brennan is convinced that manager only buy-outs are a dying species. He argues: "The traditional management buy-out is on the way out. It will be replaced with the employee buy-out and pose a new round of challenges for managers and corporate financiers."

Charles Leadbeater



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MANAGEMENT BUY-OUTS 7

Max Findlay looks at the lawyers' role

Fielding in the slips

MBO LAWYERS agree on one thing: that buy-outs are generally exhausting, highly emotional transactions (particularly in the closing stages when all might negotiations are common) which use up a lot of lawyers and support staff.

It is after that they divide. For example, ask the question "What is an MBO?" and Anthony Lewis of Cameron Markby replies: "It's really a corporate acquisition with a few tweaks", adding that "there are not flimsily difficult areas of law". It is simple answer with a shaft of truth.

But there are other problems. Both Derham O'Neill from Clifford Chance and Alexander Dickson of Dickson Minto agree that "the negotiations are the hardest part of the job for the lawyers."

The bargaining can be four cornered, involving the seller, the management team, the equity financiers and senior

debt providers. For the lawyers, it's like fielding in the slips at a Test Match, says John Kitching of Lovell White Durrant.

In practice, the seller and the financiers will generally find it easier to walk away from the negotiating table than the management team who are more exposed than the rest. After all, if the deal falls through, it is the managers' futures which are at greatest risk. Hence the emotion.

The role of the lawyers is central. If the solicitors are acting for the management, then as one practitioner explained: "You often end up with people who don't use lawyers so it's all new to them."

Then, disputes often arise over the provision of warranties by the seller as to what the company consists of. There may be arguments about whether the seller ought to give the management some

form of financial support or indemnity for the legal and other professional fees incurred in case the deal collapses. There will be negotiations about the structure of the ratchet.

Legal complications many also arise about the articles of association of the Newco (the company formed by the management to purchase the target firm or subsidiary being put up for sale). There will need to be skilled drafting of the share rights and the provisions relating to the transfer of the shares.

Transactional buy-outs "can impose severe logistical problems and require careful put-

ting together of legal teams and close co-ordination of all the relevant jurisdictional requirements" says Tony Humphrey of Allen & Overy.

Articulating a general view, he adds: "Because of the complexities of international deals, proven experience in this area really is important."

Another key difficulty for the lawyers lies in the Companies Act 1985, which generally prohibits a company from giving financial assistance (including guarantees) for the purpose of financing the acquisition of its own shares.

This means that the target company cannot give security for any bank loan to the

Newco. "It'd be very helpful if the legislators simplified the 1985 Act which is currently so badly drafted and difficult to interpret" commented Douglas Collier of Norton Rose. Nevertheless, both he and Tony Humphrey agree that, despite the difficulties, "the deal will get done if it makes sense and the commercial will be there."

This will be helped by the statutory relaxation of the prohibition in the case of private companies which, according to Geoffrey Green of Ashurst Morris Crisp, "is the single reason why buy-outs can be done in the size they are now done in."

It is tempting to think that MBO work is confined to a handful of specialist City law firms. But as Bill Knight of Simmons & Simmons puts it: "Any of the top solicitors firms in the City would consider themselves well able to handle this kind of work."

It is not even the sole preserve of London solicitors either. Many large regional practices are quite capable of doing the job. John Crabtree from Wragge & Co in Birmingham explains: "With an MBO near to home, you get close to what you're buying and you can help the management to get a grip on the buy-out themselves."

Prognoses by law firms vary. Both Dickson Minto and

Ashurst Morris Crisp see increasing competition between the financial institutions. Ashurst's Geoffrey Green believes that this will be "quite intense" in the case of specific funds dedicated to MBOs. Derham O'Neill at Cliff-

ford Chance forecasts a greater number of LBOs of large listed companies and some trans-European buy-outs. "There are likely to be more US mezzanine players coming on the scene and US players who want to do the very big deals", he adds.

Lovell White Durrant's John Kitching similarly believes that "the mezzanine debt market is clearly going to open up now."

Other lawyers suspect that the growth will be in "going

private", MBOs by "people who are fed up with the City and would rather run a private company". Allen & Overy see a rosy future for transactional buy-outs. Both Norton Rose and Lovell White Durrant contemplate a growth in one stop shopping, at least for small MBOs, with the equity, mezzanine and debt financing being provided by a single fund. Others conclude that "You'll see equity and mezzanine as one but I don't think you'll see bank debt tied in as well."

Involvement of solicitors in larger MBOs

Deal	Acting for:		Total
	Deal Leader	Management	
Clifford Chance	26	13	39
Ashurst	17	4	21
Frostfields	13	1	14
Allen & Overy	8	5	13
Slaughter & May	6	6	12
Herbert Smith	7	3	10
MacFarlane	7	1	8
Norton Rose	4	3	7
Travers Smith Braithwaite	4	3	7
S.J. Berwin	4	2	6
Everhead and Tomkinson	1	5	6
St Legal	1	5	6
Lovell White Durrant	3	3	6
Dickson Minto	5	5	10
Linklaters	2	2	4
Turner Kenneth Brown	1	1	2
Wragge & Co	1	1	2
Berwin Leighton	1	1	2
Cameron Markby	2	1	3
Simpson Curtis	1	2	3
Alsop Stevens	1	2	3
Broomhead	1	2	3
Dobb Lupton	1	2	3
Forsythe Kerman	1	2	3
Herbert Oppenheimer	1	2	3
McKenna	1	2	3
Others	14	39	53
Total	123	123	246

Source: Paul Marwick M&I, Inbock

THE ACCOUNTANTS

A strengthened role

THE TROUBLE with advising on management buy-outs is that you get tempted to have a go yourself. Such a fate overtook Mr Adam Mills, head of corporate finance at accountants Spicer & Oppenheim, earlier this year.

Mr Mills did not buy out part of Spicers' business. He has instead become a director of Deloitte's business built out of four former National Bus companies and a separate, related acquisition - a buy-in, rather than a buy-out.

"The temptation is quite great if you see a good idea," admits Mr Alec D'Janoff, in charge of Coopers & Lybrand's MBO team. "You do see the potential to make a huge amount of money."

Despite this, Mr D'Janoff and his counterparts at other accountancy firms seem more than usually contented with their lot at the moment. Their position in the buy-out market has strengthened as the market has grown.

Accountancy firms have always drawn the bulk of their buy-out work from the providers of finance. This has centred on what is known as due diligence work (reporting on the financial details) and tax planning.

Now they are much more likely to be called in by management teams thinking of putting an buy-out together. According to Mr David Carter at Paul Marwick M&I Inbock, which has the largest share of the UK buy-out market, work for management now accounts for 40 per cent of his buy-out business. Last year it was probably 30 per cent.

Part of the reason for this change is the amount of finance chasing the relatively few viable proposals. Some managers can afford to pick and choose, and are using accountants to organise beauty parades of financiers.

Needless to say, this doesn't always suit the financiers, who may not like competing on price or on the proportion of equity they allow the managers.

Shopping around can lead to managers getting a far higher

equity stake than they might expect. Mr Ian Krieger, head of Arthur Andersen's MBO team, has just pulled off two deals in which managers retained substantial stakes. Davis Shearman, an \$3m buy-out in which the management team took 89 per cent of the equity, and LET Anodising Group, a \$2m deal in which the managers took all the equity. "The availability of a range of finance makes this type of arrangement possible," says Mr Krieger.

The accountants are obviously keen to encourage managers to sound them out before approaching financiers. They are all prepared to spend an hour or two looking at an idea, though they tend to be choosy about the projects in which they invest more of their time than this.

"The economics of this business are difficult," says Mr Krieger. "If you take the false starts with the successful ones, it doesn't make a profitable business overall." Future work for the new company, usually including work as auditor, make up for these costs.

While keen to work for management teams, most accountants still prefer to leave it to managers and financiers to agree on terms. "Investors resent having a package presented to them on a plate," says Mr Carter.

"The institutions don't like accounting firms getting in the way. We just light the blue touch paper and retire," says Mr Geoff Westmore, in charge of MBOs at Deloitte Haskins & Sells.

This is substantially different from the approach of Mr Westmore's Deloitte colleagues to merger and acquisitions, an area in which they like to negotiate deals.

Involvement with management teams presents questions of potential conflict of interest - a concern that is becoming depressingly familiar to multi-service accountancy firms. How can they act for both financiers and managers on the same deal?

"The objectives of the two are the same, except on one issue: how you divide equity up between managers and out-

side investors," says Mr D'Janoff.

That often leads to the use of separate advisers. In the \$600m buy-out of Reed's non-publishing interests, which has kept Mr D'Janoff busy for several months, the managers were advised by lawyers Slaughter & May.

A second potential conflict is

noted by Mr Krieger of Andersen: having advised the management team, it is wrong for an accountant to handle the due diligence work for the financier. Such an arrangement would lead to the accountant reporting on figures he had been instrumental in presenting.

Richard Waters



Structured Solutions

Leader in Acquisition Finance

UK Shoe Group Limited

Has been acquired by Management

£19,000,000 Senior Debt Financing

Advised by Schroder Ventures

Provided by Manufacturers Hanover Trust Company, The Toronto-Dominion Bank, Banque Française du Commerce Extérieur

Agent: Manufacturers Hanover Trust Company

May 11, 1988 The Investment Banking Group

STANADYNE

Has been acquired by Stanadyne Intermediate Corporation

an affiliate of FORSTMANN LITTLE & Co.

\$565,000,000 Senior Debt Financing

Administrative Agent: Manufacturers Hanover Trust Company

Co-agents: Continental Illinois National Bank and Trust Company of Chicago, Manufacturers Hanover Trust Company

Syndicate Members: Canadian Imperial Bank of Commerce, Midland Bank plc, The Bank of Nova Scotia, Hansa Trust and Savings, The Mitsui Bank Ltd, Free Bank National American National Westminster Bank USA, Banco de Bilbao, S.A., Bank One Columbus, N.A., Barclays Bank plc, Citicredit - Citicorp, National Bank of Canada, The Citicorp Bank, Ltd.

March 11, 1988 The Investment Banking Group

With a dedicated team of acquisition finance specialists, Manufacturers Hanover has the worldwide expertise to advise and finance management buyouts. To find out how this expertise can work for you, call:

In London
Richard T. Warner
Vice President
01-932-3366

In New York
Mark G. Solow
Senior Managing Director
212-286-1303

THE STOP & SHOP GROUP COMPANIES, INC.

Has been acquired by Gradco

SSC Holdings Corporation

Acquiesced to by KOHLBERG KRAVIS ROBERTS & CO.

\$127,000,000 Acquisition Facilities

\$150,000,000 Working Capital Facility

Agent: Manufacturers Hanover Trust Company

Managers: Sun Life Company, The Bank of Nova Scotia, The First National Bank of Chicago, Continental Illinois National Bank and Trust Company, Citicredit - Citicorp, First Bank National American, First Interstate Bank of California, The Industrial Bank of Japan, Ltd, The Mellon Bank, Ltd, The National Bank of Commerce, The National Bank of Chicago, Wells Fargo Bank, N.A., Bank of New England, Canadian Imperial Bank of Commerce, The Manufacturers Bank, Ltd, Union Bank

Jan 27, 1988 The Investment Banking Group

PA Holdings Corp.

a corporation newly formed by Wasserstein, Perella & Co. and The Henley Group, Inc.

Has acquired Pennstate

IC Industries

\$125,000,000 Revolving Credit Facility

\$146,000,000 Term Loan

\$525,000,000 Bridge Loan

\$85,000,000 Working Capital Facility

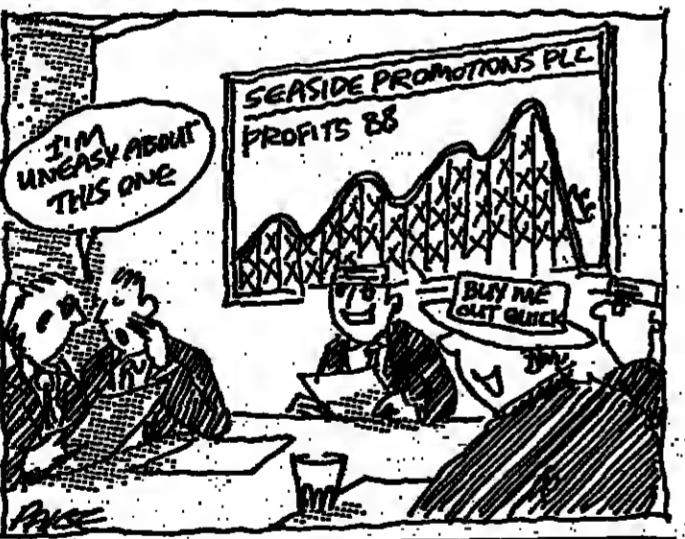
Agent: Manufacturers Hanover Trust Company

Co-agents: The Sunbeam Bank, Limited, The Sunbeam Bank

Funds provided by Manufacturers Hanover Trust Company

The Sunbeam Bank, Limited, The Toronto-Dominion Bank, Bank of America National Trust & Savings Association, Bank of Montreal, Citicredit - Citicorp, Canadian Imperial Bank of Commerce, Continental Illinois National Bank and Trust Company of Chicago, The Citicorp Bank, Limited, The Citicorp Bank, Limited, Banque Paribas, Sun Life Insurance Co. of America, The Long-Term Credit Bank of Japan, Ltd, United States National Bank of Chicago, The Sunbeam Bank and Banking Co., Ltd.

October 1988 The Investment Banking Group



Accountants in larger MBOs

Accountant	No. of deals assisted
Paul Marwick M&I Inbock	46
Deloitte Haskins & Sells	18
Arthur Andersen	12
Rocha Ross	9
Price Waterhouse	7
Coopers & Lybrand	7
Ernst & Young	6
Spicer & Oppenheim	5
Arthur Young	5
Grant Thornton	2
Others	8
Total	124

Source: Paul Marwick M&I, Inbock

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PRUDENTIAL Venture Managers

Talk to Paul Brooks on 01-831 7747

Member of M&O

The Investment Banking Group

MANAGEMENT BUY-OUTS 8

Analysis of major buy-outs in



Left to right, John O'Connell and Derek Hunt of MFI and Robert Smith of Charterhouse Development Capital



Wickes building supplies store in Edmonton



Gerry Robinson, chief executive of Compass Group

Deal Leader	Company	Total Funding £m	Other Equity Type Investors	Bank and Mezzanine Finance	Deal Leader	Company	Total Funding £m	Other Equity Type Investors	Bank and Mezzanine Finance
Barclays Trust	International Leisure Oval (Hollis)	156	Omnicorp, AIBC Finance, L&G, Jordan Vendor	Barclays Trust, AIBC, L&G, Jordan	Charterhouse/Sumit	Parico	13	Globe, Scottish Eastern, Hoare Candover	Bank of Scotland
	Premier Brands	102	None	Barclays Trust, Chase, Bank of America, CITI of Japan, BFDI Com Ed, Vendor	Charterhouse	MFI Hygiene	718	Globe, CNI, Citicorp, Nightingale Atlantic Chemical, Nory & Sims, BRPF, Kleinwort, Standard Chartered, Norwich Union, Wilmington, Prudential, Standard Chartered, Bank of Tokyo, Fuji, LTCB of Japan, Credit National, Initiative of Finance, Four Seasons, Essor InVOC Dev	Chemical, Dai-ichi Kangyo, So Gen, Toronto-Dominion, FN Chicago, Sumitomo, F&B, ISI, Charterhouse, Credit Agricole, Natwest, Standard Chartered, Bank of Tokyo, Fuji, LTCB of Japan, Credit National, Initiative of Finance, Four Seasons, Essor InVOC Dev
	Mellison-Denny	93	Schroder, CNI Arabian Banking, BFPF, Citicorp, Colquhoun, CDFG, ECI, Bank of Boston, Friends Provident, St, L&G, Rothschild, Sun Life, Baronsmead, SOA, Swallow Cos. IT	Barclays Trust, Bank of Scotland, CIBC, Clydesdale, Midland, Natwest, RBS, Ulster Inv. Bank		Argus Press	207	Citicorp, Warburg, St, Prudential, Berings, Globe, Standard Life, M&V, CNI, M&V, Warburg, Prudential	Bank of Scotland
	United Machinery	86	CNI, Electra, Kleinwort, MMV, Schroder, ECI, St, Lloyds, Prudential	St, Barclays, Lloyds, Westpac, Prudential, Kleinwort, Lloyds, Samuel Montagu, Bankers Trust, Creditanstalt, Standard Chartered	Charterhouse	Crowther's Clothing	100	Electra, Globe, St, Standard Life, Citicorp	Warburg, Continental Illinois, Sumitomo, Midland
	City Merchant Developers	40	Equitable Life, MacAlpine, Webb Construction, How Investments, Candover, Kleinwort	Barclays Trust		Unipart	52	Electra, Globe, St, Standard Life, Citicorp	Barclays, Commerzbank, Fuji, Standard Chartered, Banque Nationale de Paris, Lloyds, Midland, RBS
	Mono Pumps	29	Meach, Westpac, MMV, Kleinwort, Electra, Globe	Barclays Trust, Westpac, Midland, Kleinwort, March		Elkerton Lines	15	Electra, Noble Grosvenor, MMV, St, Gresham, Lloyds, Barclays, ECI, Kleinwort	Kleinwort, Barclays
	Layland Bus	10	Lancashire Enterprises, Unity Trust	Barclays Trust, Bank of Scotland		Secure Homes	13	St, SUMIT, Prudential, Scottish Eastern, Electra, F&C, Murray	St, Nova Scotia, Gotebanken, Yorkshire
Barclays Development Capital	National Freight Consortium	54	County Natwest, Lloyds, RBS	Barclays, Lloyds, RBS, Natwest		A.J. Archer (MENCC)	12	Murray, Noble Grosvenor, Electra	Charterhouse, Standard Chartered, Banco Hispano Americano
	Victaulic	15	Prudential, St	Barclays	Charterhouse/Citicorp	Wicks	19	None	RBS
	Gold Crown	15	MMV, Lloyds	Barclays		Maceos I	71	Rothschild, Murray	Standard Chartered
	Celebrity Centre Products (Zodiac Toys)	10	Henderson	Barclays	Chase	Pond's Holidays	58	None	Bank of Scotland
	Evans Halshaw	10	None	Barclays	CNI	Feedpack	681	Feed, St, Globe, Citicorp, Prudential, Charterhouse, Murray, Barclays, L&G, Warburg, Prudential, Fleming, ECI, MMV, Chemical, Electra, F&C, Lloyds, Brown Shipley, Commercial Union, Kleinwort, Thompson Clive, County Natwest, Grosvenor, B&C, Baronsmead, Bahrain Middle East, Bank of Boston, Creditanstalt, Citicorp, Development Capital Corp, Garmore, Gresham, Hambro European, March, M&V, Quayside, Austin, Rothschild, Scottish Sun Life, TSB, Northern Investors, G&S	Chemical, Natwest, ISI, Bank of Scotland
Bank of Boston	First Leisure	44	St, CNI, London Merchant Secs, THF, Anglia TV, L&G, Norwich Union, Refuge, County Natwest, Royal Ins, Eagle Star, British American F&I	Standard Chartered, St, Bank of Boston, Saxzi International, CNI, Hill Samuel, Kleinwort, Prudential, Barclays, Credit Lyonnais, Bank of Tokyo, Credit de Nord, Den Norske Creditbank, Banco Hispano Americano, Generale Bank, Midland, Riggs A.P. Tokai, Bank of Scotland, Creditanstalt, RBS, CIBC, Dai-ichi Kangyo, Dresdner, B&I, LTCB of Japan, PRIMO Bank, Sumitomo Bank of Boston, Natwest, Creditanstalt, Bank of Montreal		Furness	12	St, M&V	Netwest, Jovan Smith
	National Express	10	None	Bank of Boston		Tip Europe	60	St, Prudential, MMV, Globe, County Natwest, Brown Goldie, Charterhouse, ECI, Kleinwort, Fyfe, Creditanstalt, CNI, Close, Murray	Bankers Trust, Kleinwort, Bank of Boston
British Lion Candover	Glensheen Hotel	13	None	Bank of Scotland		United News Shops	29	Charterhouse, County Natwest, Standard Chartered, Prudential, SPHGEV	Standard Chartered, Citibank, Charterhouse, Prudential, Bank of Scotland, Barclays, Credit Suisse, Natwest
	Canada (Feed Building Products)	66	Globe, Electra, CNI, Scottish Eastern, Murray, Barclays, Alliance	Hong Kong & Shanghai, Citibank, Bank of Scotland, Standard Chartered, General Electric PF		Curdell Corrugated	15	St, Fountain, Charterhouse, County Natwest, CNI, Fountain, BFPF	Citibank
	Timpeon	42	St, Electra Fleming, Murray, SP PF, Commercial Union, Scottish Amicable, Royal Ins.	Bank of Scotland, Kleinwort		European Industrial Services (SIGI Features)	12	CNI, Prudential, Enterprise	Bank of Scotland
	Simplex	29	Globe, St, Electra, Murray, Prudential, CNI	Bank of Scotland		KDG Instruments	21	CNI, Prudential, Enterprise	Bank of Scotland
	Berkentz	22	Globe, Electra, Securities Trust of Scotland, Scottish Eastern, Barclays	Natwest		Paragon	24	Globe, Electra, F&C, St	Den Norske Credit, Natwest
	Lowndes Lambert Stone	19	Alan Pattoof, ECI, M&V PF	Charterhouse, Kleinwort		Wilkinson (Hobby)	10	SUMIT, Electra, FS, Assurance, Melville, Schroder	None
	Arasfone	14	County Natwest, Electra, ECI, SUMIT, Kleinwort, Montagu Loeb, English Assoc Trust, NZ Ins, Norwich Union, Star Life, Thompson Clive	Natwest		Harveys Furnishings	32	Physicist/Industrie	None
	Motor World	11	Globe, Scottish Eastern, Prudential, Citicorp, Kleinwort	Bank of Scotland		Maceos (R)	20	St, M&V, Standard Chartered	Standard Chartered
	Famous Names	8	County Natwest, Gresham, Lloyds, Prudential, SUMIT, Fountain	Natwest, Arabachar		Yasper Thomycroft	18	Gresham	Standard Chartered
						Aynsley China	16	MMV, St, Kleinwort	Natwest, St, Kleinwort
						Aqualis Products	15	Citicorp, Brown Shipley, St, Charterhouse	Natwest
						AMG Inc (M&C Packaging)	15	None	Natwest
						Holiday Dyes	12	Citicorp, St, APA, Thompson Clive, ECI, Standard Life	Hong Kong & Shanghai, Barclays
						Venture Plant (Tibury Plant)	12	SPHGEV, Causeway, Prudential, ECI, Citicorp, Prudential	Natwest, Lombard
						Hadon (Manugood)	60	PIC Capital, Globe, Lloyds, Charterhouse, F&C, Citicorp, Candover, RBS, Morgan Capital, Hoare Candover	PIC Capital, Morgan Guaranty
						Hays	255	KIO, CNI, Barclays, Lloyds	Barclays, Lloyds, Bank of Scotland, ANZ
						Humberdyke Inv (ANZ Lending)	206	None	None
						Felony Eng.	61	None	Sirruel Montagu
						Parico	49	None	Standard Chartered
						Hilshott (Dunk Group)	39	None	Bank of Scotland
						UK Paper (Dowling Paper)	36	Candover, Globe	Scandinavian
						Essanole	11	MMV	Den Norske Creditbank
						Sero (RCA Service)	15	Barclays, County Natwest, CNI, L&G, Lloyds, Merrill Harrow, Schroder	Barclays
						Reoclar	13	Nory & Sims, E of Scotland Ind	Credit Agricole
						Record Ridgway	13	Balle Gilford, Eagle Star, F&C, Garmore, L&G, London Life, Postal, Rothschild, Scottish Provident, S. York CC, Standard Life	RBS
						Joyce Hygiene	71	Barclays, Charterhouse, Credit Life, Eagle Star, Electra, Friends Provident, Grosvenor, L&G, Lloyds, S. York CC, Stewart, Rothschild	Standard Chartered

This announcement appears as a matter of record only.



REEDPACK LIMITED £595,000,000 Management Buy-Out Financing

Arranged by:
Chemical Bank

Lead Underwriters:
Chemical Bank
The Industrial Bank of Japan, Limited
National Westminster Bank Group

Underwriters:
Bank of Scotland
The Fuji Bank, Limited

Managers:
Barclays Bank PLC
The Sanwa Bank, Limited
The Tokai Bank, Limited

Co-Managers:
Union Bank of Switzerland
London Branch
The Nippon Credit Bank, Ltd.
The Taiyo Kobe Bank, Limited

Participants:
Amsterdam-Rotterdam Bank N.V.
Bayerische Landesbank Girozentrale
London Branch
Credit Suisse
The Mitsubishi Bank, Limited
The Royal Bank of Scotland plc
Societe Generale London Branch
The Sumitomo Bank, Limited
Ulster International Finance Limited
Banco di Roma - London Branch
BSI Banca della Svizzera Italiana
(London Branch)

Agent:
Chemical Bank

The Dai-ichi Kangyo Bank, Limited
The Toronto-Dominion Bank

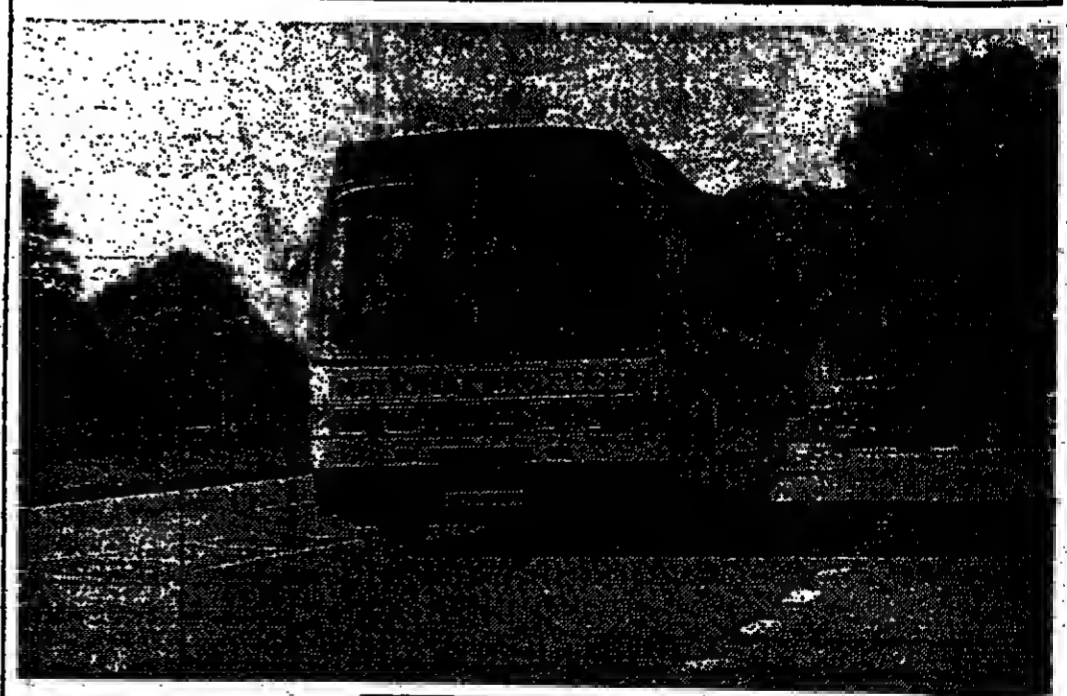
The Long-Term Credit Bank of Japan, Limited
The Sumitomo Trust & Banking Co., Ltd.

The Bank of Yokohama, Ltd.
The Mitsui Trust & Banking Co., Ltd.
NMB Bank, London Branch

Arab Bank Limited
CIC-Union Europeenne, International et Cie
(London Branch)
Den norske Creditbank PLC
Osterreichische Landesbank London Branch
The Saitama Bank, Ltd.
State Bank of Victoria
The Toyo Trust and Banking Company, Limited
Allied Irish Banks, p.l.c.
British & Commonwealth Merchant Bank PLC
Kreditbank N.V. (London Branch)
FennoScandia Bank Limited

CHEMICAL INVESTMENT BANK BANKING

September 1988



National Express, the best-known subsidiary of the National Bus Company, was the subject of a management buy-out earlier this year for an undisclosed sum. National Bus Company's subsidiaries have now all been privatised and many of the disposals have taken the form of a management buy-out.

You'll need financial muscle - we've got it

PRUDENTIAL

Venture Managers

Talk to Paul Brooks on 01-831 7747

Member of NMO

MANAGEMENT BUY-OUTS 9

the UK by deal participants

Deal Leader	Company	Total Funding £m	Other Equity Type Investors	Bank and Mezzanine Finance	Deal Leader	Company	Total Funding £m	Other Equity Type Investors	Bank and Mezzanine Finance
	RFS Industries	10	Yorkshire Enterprise, York CC, CIN	Barclays, UniTrust					
	Isis	8	CIN, Citicorp, Equitable Life, F&C, L&G, Norwich Union, Scottish Equitable		Lloyds Development Capital/Merchant Bank	VSEL	100	St. Bank of Boston, Prudential, Abbey Life, Britannia, Eas PF, Commercial Union, Eagle Star, House Govett, London & Manchester, Norwich Union, Pearl Assurance Profile, Savs & Prosper, Equitable Life, St. George's PF	Prudential
Guldbrook	SPP Group	9	ECL, Friends Provident, Lloyds	PRIVATBanken, Lloyds					
Hambros	Hugh	26	St. Prudential, Electra, CIN	None		Norwest Holst	46	Barclays, Philrow, Bankers Trust, County Natwest, St	Lloyds, Norwest Holst PF
Hill Samuel	Wardplex	28	Public	Bank of Scotland		Evans Healthcare	27	Barclays, Philrow, Bankers Trust, County Natwest, St	Natwest, Bank of Boston
SI	Compass	160	Prudential, CIN, Barclays, Charterhouse, Citicorp, Citic, Commercial Union, County Natwest, F&C, Globe, Warburg, Philrow, Schwab, Scottish Amicable, SPHGEN, Standard Chartered, Standard Life	Westpac, Arab, St. Barclays		Thomalls	12	Wood MacKenzie, Warburg, Electra, Kilmort, Merchant Navy PF, M&V, Postal, Garmons, Ivory & Sims, CIN	
	Moore's Furniture	80	Warburg, CIN, Prudential, L&G, Initiative et Finance, Standard Life, Sun Life	St. Natwest, Toronto-Dominion, Credit Lyonnais, Standard Chartered, Ulster Investment, Credit Agricole, I&I, Standard Chartered, Toronto-Dominion, Westpac, Arab, St. Barclays	Merrill Lynch	Lawson Mardon	280	Warburg, St. Royal Ins, Eagle Star, Charterhouse, Merchant Navy PF, Philrow, Scottish Widows, SPFF, Fountain, M&V, F&C, Norwich Union, Scottish Amicable, Friends Provident, London Life, Garmons, Morgan Grenfell, Barclays, British Linen Bank, Yorks CC, Postal	Citibank, Bank of Nova Scotia, Pru Capital
	Associated Fresh Foods	68	SPHGEN, Prudential, Charterhouse, CIN, Citicorp, Warburg, Standard Chartered	Standard Chartered, St. Bank of Scotland, Barclays, CIBC, Chase, Credit Lyonnais, Den Natwest Credit, Rothschild, Charterhouse	Midland Mortgage Ventures/CIN	Mecca Leisure	98	Warburg, St. Royal Ins, Eagle Star, Charterhouse, Merchant Navy PF, Philrow, Scottish Widows, SPFF, Fountain, M&V, F&C, Norwich Union, Scottish Amicable, Friends Provident, London Life, Garmons, Morgan Grenfell, Barclays, British Linen Bank, Yorks CC, Postal	Samuel Montagu, F&C, St. Charterhouse, Creditanstalt
	Computing Devices	19	CIN, Warburg, Prudential	None		Lewis's	74	None	Samuel Montagu
	Peerless Plastic	13	MMI, County Natwest	Barclays, St. MMI, County Natwest		British Transport Advertising	50	None	Midland
	Nestor BNA	15	Citicorp, County Natwest, ECL, Electra, Murray, Philrow, Prudential	Natwest		AVO (Thornhill Measurement)	15	None	Midland, Philadelphia National
	Trend Communications	12	CIN, Prudential, Lazard	Natwest, St		Porth Decorative Products	12	County Natwest, ECL, Fountain, SUMIT, WDA	Natwest
SI	Radiance Technology	10	Alan Paddock, County Natwest, Graham, Prudential, Thompson-Cave	Midland	Midland Mortgage Ventures/CIN	GSE International (AMF Legg)	25	FN Boston, Electra, Norwich Union, Charterhouse, Refage, Sun Life	Midland
	Tibbett & Britten	10	Murray	Lloyds		Target	50	Merchant Navy PF, Bank of Scotland, Britco, Grosvenor, M&V, Post Fund, Schroder	TSB
	Siemens	10	CIN, Citicorp, County Natwest, Darnaway, Scottish Eastern, Lothian, Prudential, SCA	Bank of Scotland	Murray Johnstone	Chaimont (Cooper Bearings)	14	None	
SI/Warburg/Charterhouse	Allied Steel & Wire	161	Charterhouse, St. BSC, Electra, County Natwest, Globe, Lloyds, Rothschild, Citicorp	Warburg, Bank of Scotland, Citicorp, Lloyds, Natwest, Bank of New York, Kansai, Dan Danske, Nova Scotia, Charterhouse, Bank of Wales	Norwich Union	Floyce	13	None	Barclays
SI/Warburg	Wicks	120	Imperial Life, Post Fund, Prudential, Lloyds, M&V, Baring, Bristol, Somerset CC, Global Asset Management, St. Catherine's College, Merchant Navy PF, TR Industrial & General M&M	St	Scandinavian Schroder Ventures	Intercraft Designs	75	Private Individuals	Scandinavian, PRIVATBanken
SI/Prudential/Manchester Exchange Trust	St. Regis	52	CIN, Warburg, Electra, Murray, Bank of Boston, House Candover, Citicorp, Meville, clients of Mosses	Natwest, Citibank, Chase		Parfer Pen	74	Bankers Trust, Electra, Chemical	Barclays Trust, Kilmort
SI/Prudential	Westbury	18	Electra, Murray, Citicorp, Kilmort, Crown Goldie, County Natwest, Graham, House Candover, M&V, CIN, North Brit. Canadian, London Life, Target, L&G, Alliance, Colson	Midland		Glass Glover	61	None	Standard Chartered, Bank of Scotland
	Gonne	12	Barclays, Charterhouse, CIN, County Natwest, Fountain, M&V, Philrow, Shires IT	St		Crown House Engineering	36	None	Credit Agricole, Bank of Scotland
SI/Citicorp	Technizon	21	Schroder, F&C, Ivory & Sims, Baring, County Natwest, ECL, Fleming, Globe, Kilmort, Prudential, Rothschild, SUMIT	Den Norske Creditbank, Chase	SPHG Equity Ventures	Ward White Footwear	36	Vendor	Manuf Hanover, Prudential
Kilmort/Benson	Intel	26	MMV, Citicorp, Barclays, Lloyds, Warburg, Thompson-Cave, St. M&T, Candover, Bank of Boston	Lloyds		Haleworth (London & Midland Industries)	25	None	Manuf Hanover
Kilmort/Benson/Chase	Bradstock Group Insurance	20	None	Kilmort		Burlington Int	10	None	Standard Chartered
	Coller	47	MMV, Scottish Eastern, Bricmont, B&B, Caledonia, Cayzac, Eagle Star, Makroon, Montville & General, Post Fund, TR Trustees, Westpac Nominee, St	Midland	Warburg/Mercury	VF International (Viscom Furniture)	39	Warburg, Charterhouse, Philrow, County Natwest, Citicorp, CIN	SocPac, Lloyds, St. Saud Int
						Class Equipment	29	County Natwest, CIN, Barclays	SPHGEN, St. Charterhouse, Philrow, Lloyds, CIN, SUMIT
						York Trailer	61	None	Barclays, CIBC, Kansai, L&G of Japan, Lloyds
						Data Recording Instruments	22	MEB, Prudential, Polite, British Gas PF, Electra, L&G Kilmort	None
						Amalgamated Foods	21	Liford Dea	Liford Dea, Natwest
						Janon Green	13	None	None
						Wells Fibre (Wilmington)	10	None	Beings
						English & American Insurance Co.	10	None	None
						Eison Group	10	None	Bank of Scotland
						Bryson Airways	9	None	Manuf Hanover
						Stanley Gibbons	9	None	Barclays



Harry Goodman of International Leisure Group



Gleneagles Hotel, Perthshire, Scotland

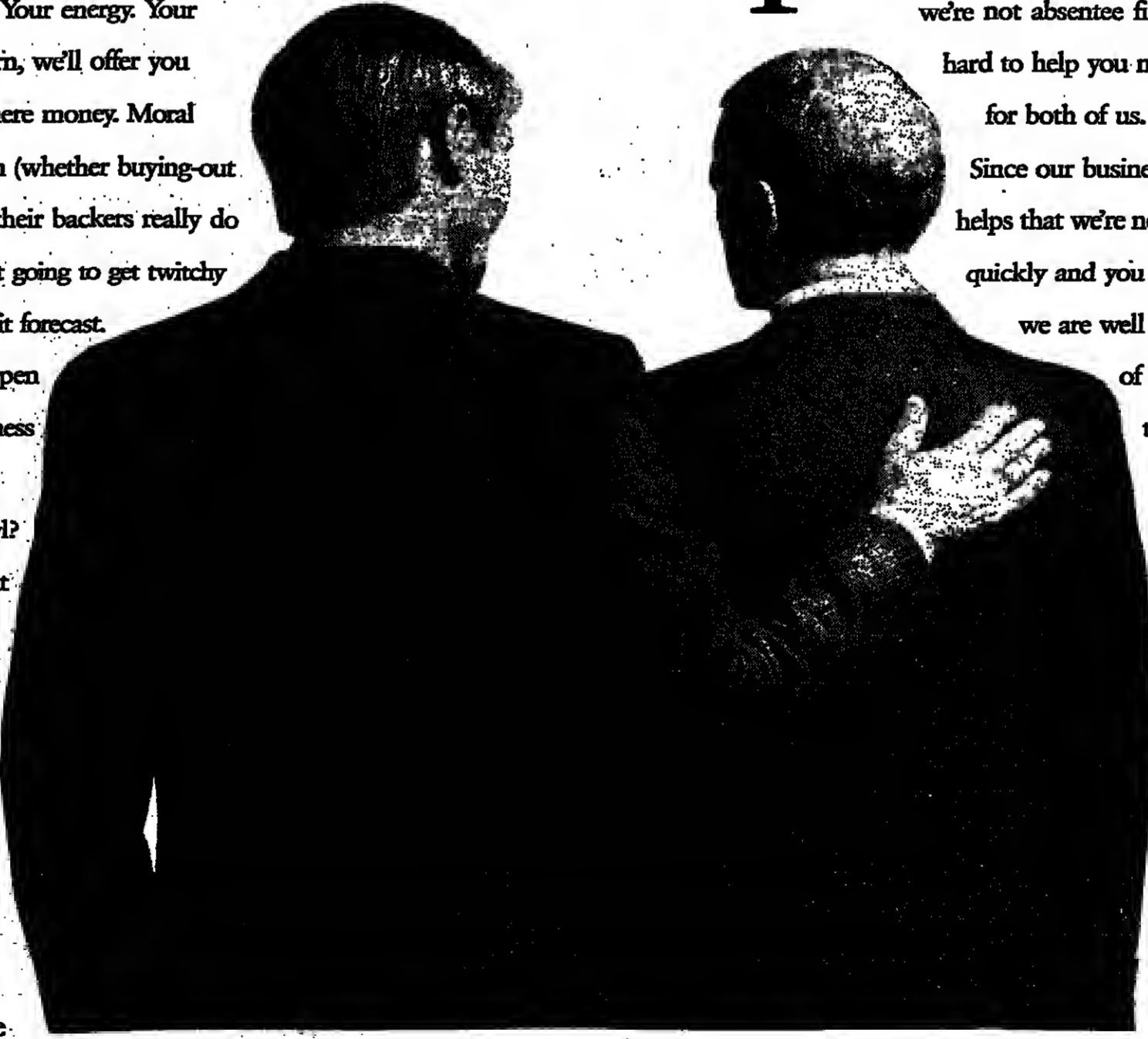


G E Fowkes, chief executive, Argus Press

It goes without saying that if you come to us for financial backing you must have a good business plan. But important as it is, the business plan is not the crucial factor in our decision. What we are really investing in is you. Your abilities. Your energy. Your determination to succeed. In return, we'll offer you something more powerful than mere money. Moral support. A new management team (whether buying-out or buying-in) need to know that their backers really do have faith in them. That they're not going to get twitchy every time there's a blip in the profit forecast. After all, dozens of things can happen to jolt the most carefully laid business plans. Who could seriously have planned for the effects of Chernobyl? The Piper Alpha disaster? The night of 15th October 1987? Or the following Monday? These are extreme examples. But when problems strike, in whatever form, the last thing you need is pressure from your financiers. A good management is a good management. It will recover. In the

“Back the man, not the plan.”

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MANAGEMENT BUY-OUTS 10

West Germany has yet to undertake large-scale deals

Music of the future

EVERYONE SAYS it is just around the corner, but few have yet to do many deals. To borrow from the vernacular, large-scale management buy-outs in West Germany remain very much Zukunftsmusik - music of the future.



Some think they have heard the first bars. A number of management buy-out teams have already been set up in Germany, some of which have already done business.

There have been some 30-50 buy-outs in Germany so far, estimates Mr Christoph Neizer, a specialist at Bankers Trust in Frankfurt. But gaining a precise figure is virtually impossible, as many of the deals are not publicised.

expects the size to start creeping up soon. Among the ventures he has on hand is to float Ex-Cell-O - whose buy-out Schroders financed - on the stockmarket.

There are also two more ambitious plans in the pipeline, both involving buying out selected companies in the same industries, which combined and rationalised, would subsequently be floated.

Thus at the end of last year, Schroders financed the buy-out of Helm Gerlicke, a retail motorcycle accessories chain.

The combined unit, which Mr Matzen hopes to float in end-1989 or early 1990, would involve a "much larger" sum than the DM100m spent on Ex-Cell-O, he says.

"We're really trying to build groups", he says. The aim is to reduce the vulnerability of individual units while looking for synergy in areas like distribution and purchasing prior to subsequent flotation.

Other companies involved in equity-financing for buy-outs include the Matuschka group, which has been engaged in the business for some years through TRV, its venture capital arm, and Baring Capital Investments, both based in Munich.

Meanwhile, a number of outfits have been set up in Frankfurt. LCB-Candover is a partnership between Candover Investments, the UK buy-out specialist, and London and Continental Bankers, a UK merchant bank in which Deutsche Genossenschaftsbank has a majority stake.

A number of other US commercial and investment banks also have embryonic German buy-out operations - though often as extensions of their growing domestic corporate finance teams.

Meanwhile, some institutions, such as Bankers Trust, are concentrating on the debt

side of the business rather than getting directly involved in providing equity stakes.

Yet despite the widely-reported increase in business - and the exponential rise in the number of glossy magazine articles about it - buy-outs still suffer from a number of constraints in Germany.

The first is attitudes. As with takeover bids, selling companies is still seen as slightly "dubious" by many conservative financiers and businessmen, with the unstated implication that the company concerned may be in trouble - thus warranting the special treatment.

Education and information are also still drawbacks in some areas. "We are still in the Kindergarten phase" compared to experience in the US and UK, says one specialist.

The lack of expertise on buy-outs applies much less to big city bankers than to managers or owners of small companies or officials in the banks' local branches with which the companies themselves deal.

Lastly, tax considerations have confused the picture somewhat. On the one hand, Germany's major tax reform due for 1990 has indirectly spurred interest recently. The tax reforms mean that private individuals selling their companies will no longer be entitled to the 50 per cent tax break on top marginal rates on profits from the sale as at present.

Thus a large number of entrepreneurs - especially those facing succession problems - have become interested in selling out before the tax change bites.

Haig Simonian

FRANCE

A fertile environment

IN FRANCE they are called "rachats d'entreprises par les salariés", or just REB for short.

During the last four years, management buy-outs and leveraged buy-outs have become increasingly common in France, reflecting the broad economic changes that have taken place in the country as a result of the deregulation and modernisation of the French financial markets and of the economy in general.

The development of the buy-out business is also a reflection of a profound evolution in French business thinking and culture which has occurred during the last few years.

By the end of last year, there had been about 200 separate management buy-out operations in France - more than in any other single country in continental Europe.

France has traditionally followed the trends set in the US and the UK, remarked a French management buy-out specialist. "But we have often followed before the other continental European countries."

The buy-out business has continued to expand this year with a number of large buy-outs including the FR1.1bn buy-out of Darty, the electrical retailing group. This has been by far the biggest leveraged management buy-out to have been engineered in France so far.

Other large buy-outs have been launched this year including, among them, the buy-out of the Pier Import retailing group. Earlier this year, Mr Jean Manhelet, the founder of Moulinex, the French kitchen appliance group, also announced plans for an unusual form of delayed management buy-out whereby control of the company would be acquired by the group's management and employees after his death.



executives reach retirement age. According to the French national statistics institute, INSEE, there are about 10,000 small and medium-sized companies employing between 50 and 1,000 workers each which will face a succession problem or will have changed ownership between now and 1990.

Moreover, the difficulties in finding a successor when a small company chairman dies or decides to retire are estimated to cause about 10 per cent of French bankruptcies.

For this reason, the French authorities have encouraged the development of buy-outs as a device to provide continuity in the management of the country's small and medium-sized business sector and try to reduce the risk of small companies disappearing because of the failure to find a relay to its original management.

The field for buy-outs has also been expanded by another important factor in France. An increasing number of large French and multinational companies have been seeking to restructure and streamline their operations in recent years. This has often entailed spinning off less profitable and peripheral activities and management buy-outs have

emerged as an attractive solution in some of these restructuring cases. This strong potential market for management buy-outs has been further stimulated by the combination of French government incentives and the remarkable change that has taken place in recent years in French business attitudes.

During the last few years, the French have started to discover the Bourne. This public awareness of the equity market has been especially boosted by

the previous right-wing government's privatisation programme," explained another French buy-out specialist. The development of the "second market", the French equivalent of the unlisted securities market, has also boosted venture capital and buy-outs.

Legislation to encourage managers and employees to

take over their own business was first introduced by the Socialist government in July 1984 as part of the government's efforts to help strengthen the capital base of French industry and address the country's particularly delicate business succession problem. But the 1984 law, which provided substantial tax concessions for management buy-outs, proved disappointing. The heavy bureaucratic constraints of the original law turned out to be a big obstacle and the subsequent right-wing government of Mr Jacques Chirac modified the buy-out legislation last year, before it was swept out of power by this year's Socialist election victory.

The revised legislation reduced the original level of tax concessions in the 1984 law. But it also cut back on all the administrative red tape making the system much more attractive. At the same time, the former right-wing government also changed its corporate tax rules to allow consolidation of group profits and losses. This has had important implications for buy-outs where a new company is created by the buy-out team to bid for the existing business.

This has been the case of the recent Darty buy-out where Financiere Darty, the buy-out consortium, principally composed of senior managers and the Darty family, have acquired control of more than 95 per cent of the Darty operating company. Under the new consolidation provisions, the group after passing the 50 per cent barrier can now offset the interest payments on the buy-out consortium's debt against the tax payments of the operating company. However, it is under the French regulations committed to this status for five years and may not merge the two halves during this period.

The arrival of the new Socialist government this year is not expected to have any adverse impact on the general buy-out trends in France. Indeed, the new government is committed to the principle and has proposed in its latest budget to reduce further the level of French corporate taxation to give an additional boost to French enterprises and their competitiveness.

Paul Betts

France has traditionally followed the trends set in the US and the UK

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MANAGEMENT BUY-OUTS 12

David Lane looks at Italian business trends

Keeping it in the family

"LEVERAGED buy-outs (LBOs) are going to rejuvenate Italy's family businesses," predicts Mr Dante Razzano, general manager at Citicorp's Mergers and Acquisitions Department in Milan.

offered by buy-outs. Indeed the three Italian cases which are generally cited concern buy-outs which were successfully completed this summer.

the management buy-out. On January 1 1981 Reconta's 13 managers bought 76 per cent of the firm from TR in London.



nowhere and lacking strategy. Citicorp had been involved with Petri's new pasta factory in Missouri and the parent company in Italy turned to us earlier this year for ideas," says the bank's executive.

parts of the bank involved. Mergers and Acquisitions earned fees calculated as a percentage of the deal. The seven-year loan generates interest income and there was a fee for underwriting the equity," Mr Razzano explains.

Advertisement for York Trailer Holdings PLC. It features the York logo and text: 'Ingleby (292) Limited a new company formed by the management has completed the purchase of York Trailer Holdings PLC from Buzzi plc'. Below this is a list of financial details and company names.

Advertisement titled 'THE NETHERLANDS Managers take the initiative'. It discusses the growth of MBOs in the Netherlands and mentions NMB bank. It includes a cartoon of a man saying 'WE ARE BUY-OUT MANAGERS. TAKE ME TO THE COMPANY LEADER.'

Advertisement for 'BUYOUTS' newsletter. It describes the newsletter as 'The international newsletter of management and leveraged buyouts' and lists various benefits for subscribers.

Large advertisement titled 'HOW MANY OF THE UK'S TOP 100 COMPANIES ARE IN GREATER MANCHESTER?'. It features a list of 100 company names and contact information for Greater Manchester Economic Development Corporation Limited.

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MANAGEMENT BUY-OUTS 13

A lot of money is chasing deals in the US

Difficult but popular

A LOT OF money is currently chasing few deals in the US leveraged buy-out market which makes the LBO game an aggressive and difficult one to play. But it shows no signs of losing its popularity.

After grinding abruptly to a halt after last year's stock market crash - leading several commentators to ring the death knell of leverage and the junk bonds that finance it - LBOs have been very much in the news this year and the buy-out market has heated up as the stock market has sunk into its current torpor.

The value of LBO deals exceeded this September, has already exceeded the LBO volume for the entire year of 1985 and this frenetic pace shows few signs of letting up. If anything, the LBO market is set to become even more cut-throat and highly leveraged as debt-hungry investors seek out a declining number of ripe deals.

Indeed, Kohlberg, Kravis, Roberts & Co, the doyen of

LBO firms, stands poised to make a hostile bid for Kroger, the giant Cincinnati-based food retailer, after the company has firmly rejected separate bids from KKR and the Haft family.

This would be an unprecedented step for KKR - which has traditionally acted as a white knight stepping in to help a company's management rescue it from a raider - and would take the LBO game into a whole new sphere.

The metamorphosis of KKR itself is indicative of the LBO scene in general. Founded by three colleagues from Wall Street investment firm, Bear Stearns, in 1976, KKR's LBO activity has been such a success that it now controls a sizeable chunk of corporate Amer-

ica - some 23 companies in all - including such heavyweights as Beatrice, the diversified food group, and the biggest US glass-packaging maker, Owens Illinois.

The firm has gone from having to struggle to raise the debt financing it needed to controlling a war chest of some \$5.6bn for new deals, which, with a leverage factor of 10 to 1, gives KKR funds enough for over \$60m in new purchases. The LBOs have made the fortunes of the firm's three founders.

However, as newcomers have crowded the LBO scene, and deals have become harder to find, KKR has experienced its internal differences on where to go from here. The buy-out firm has started to

adopt a much more aggressive stance than it previously favoured - leading to the defection of one of its original leaders to found a more traditional set-up.

KKR has started to build up "toeholds" in prospective buy-out candidates by acquiring small stock holdings in them. In March, the firm announced it had acquired a 4.9 per cent stake in oil giant, Texaco, which it said it was considering raising to 15 per cent. These toeholds could speed the progress and lower the cost of potential management buy-outs, KKR reasons, but it also injects a much greater degree of hostility into the LBO market.

KKR has changed its

approach as it has faced intense competition in the LBO market. The growing pool of capital that is swirling round the market is bidding up prices for LBO candidates and inflating the value of some companies far beyond their worth.

Wall Street was surprised in May by the high price KKR agreed to pay in the management buy-out it arranged for Duracell, the battery-maker, from the Kraft food group. The bids for the battery-maker ranged by around \$50m from top to bottom with KKR agreeing to pay \$1.8m.

The frenetic activity that currently characterises the LBO scene is partly prompted by a last-ditch attempt among investors to buy into LBOs in the remaining months of the Reagan Administration, which has done little to curb the megadeals of the last eight years. A less laissez-faire Administration may not treat the leveraged market so leniently.

Buyers in an LBO typically make their money by having access to huge profits made by their debt-ridden target company, paying off debt by stringent cost-cutting and the sale of assets. However, this leads companies with huge levels of debt that they may have difficulty paying off should economic conditions change.

In July, the first LBO failure - the \$1.2bn bankruptcy of Revco Drug Stores - did little to dampen the LBO fever. Indeed, there currently seems to be no limit to the amount of leverage some companies are willing to take on.

A recent \$1.2bn offer for

Top 20 US leveraged buy-outs

Year announced	Target company	Investor group	Amount \$ billion	Status
16/10/85	Beatrice Companies	Kohlberg Kravis Roberts	6.2	Completed
27/07/86	Safeway Stores	Kohlberg Kravis Roberts	5.7	Completed
12/04/87	Borg-Warner	Montil Lynch	4.2	Completed
03/07/87	Southland	Salomon Bros & Goldman Sachs	4.0	Completed
02/02/87	Viscom International	National Amusements	3.9	Completed
07/03/88	Montgomery Ward	G E Capital & Kidder Peabody	3.8	Completed
21/10/85	R H Macy	Goldman Sachs	3.7	Completed
11/12/86	Owens-Illinois	Kohlberg Kravis Roberts	3.6	Completed
22/08/88	Fort Howard Paper	Morgan Stanley	3.6	Pending
15/08/88	Hospital Corp of America	Morgan Guaranty Trust	3.3	Pending
21/05/84	Esmark	Beatrice Foods	2.7	Completed
18/08/88	Wickes Companies	Drexel Burnham Lambert	2.7	Pending
21/05/87	Burlington Industries	Morgan Stanley	2.6	Completed
17/03/88	American Standard	Kelco	2.5	Completed
22/04/85	Storer Communications	Kohlberg Kravis Roberts	2.5	Completed
16/07/87	Jim Walter	Kohlberg Kravis Roberts	2.4	Completed
17/12/87	Leas Stegler	Forstmann Little	2.1	Completed
10/03/88	Colt Industries	Morgan Stanley	2.0	Completed
22/04/87	Supermarkets General	Montil Lynch	1.9	Completed
27/06/86	Fruehauf	Montil Lynch	1.8	Completed

PROFILE: REVCO

Fatal consequences of debt

WHEN REVCO D.S. declared bankruptcy in July, only 19 months after a \$1.3 bn management buy-out, the 2,000-store drug retailing chain raised the spectre of collapsing leveraged buy-outs throughout the American economy. "Where junk bonds are concerned, there will be many more Revcos", declared Theodore Forstmann of Forstmann Little & Co., an investment bank.

But any pause Revco gave the market was soon overwhelmed by more activity. In two weeks in September alone deals were announced committing more money to management buy-outs than was raised in all of 1985.

To be sure Revco suffered from a constellation of unique circumstances, including an overconfidence that may have warned others. But it also showed that errors can have fatal consequences when a company is burdened with the kind of debt needed for a management buy-out.

The prospectus Salomon Brothers prepared for the December 1986 Revco deal assumed a profit increase of 42 per cent in 1988 on increased sales of 13 per cent to cover the \$140m annual interest payments. In the event, sales rose only 7 per cent and the company lost \$5m in its fiscal year ending May 31, 1987 and nearly \$100m in 1988.

When it skipped a \$4m interest payment in April, Mr Boake A Sells, the company chairman, feared that suppliers would withhold goods for the all-important Christmas season. "If they leave me, I'm Chapter 11", he admitted, referring to bankruptcy proceedings.

In the event, bondholders pulled the plug on July 28 when they refused to postpone demands for the missed interest payments, as a prelude to a recapitalization being organized by Drexel Burnham Lambert, which had replaced Salomon as the company's bankers.

Revco's problems were exacerbated but not caused by the management buy-out. While it was known as a high-flying retailer that had enjoyed 20 years of uninterrupted growth, going private was in some ways an effort to fend off difficulties.

In 1983, the company's shares plunged on news that its Vitamin E supplements were implicated in the deaths of 33 infants. Fearing take-over, Mr Sidney Dworkin, the then chairman, arranged the take-over of Odd Lot Trading, a 70-store chain of highly discounted discontinued or overstock merchandise. The \$113m deal soon turned sour when the Odd Lot principals, Mr Bernard Marand and Mr Isaac Pecknutter, who had been close friends of Dworkin, accused Dworkin's son Elliot, a Revco buyer, of overpaying for unneeded merchandise. The young Dworkin and the Odd Lot executives all left the company. Revco could not handle the Odd Lot business, finding itself saddled with millions of

dollars in unsold merchandise, including \$35m in video game cartridges.

The management buy-out turned out to be more expensive than anticipated when a rival bid from Herbert Haft forced the management group to raise its bid from \$36 to \$88.50 a share. Salomon confidently predicted that the deal would be financed from selling the non-pharmacy business like Odd Lot, even as the company opened 100 new stores in two years.

Faced with greater competition from other retailers, including supermarkets which started to carry drugs and vitamins, Revco changed its mix of merchandise. It moved into televisions, VCRs, and self-assemble furniture. None of the non-drug businesses were sold, and Revco changed its strategy from "everyday low prices" to weekly specials.

Pushed at a board meeting to accelerate the needed asset sale, Mr Dworkin met his chief executive post in March, 1987. Mr William Edwards, his replacement, started re-arranging the stores to put the prescription dispensing at the back and lure customers through the stores, a major change that demoralized staff, cut customer loyalty and undermined the Christmas sales effort.

As the problems mounted, banks reduced the company's credit line, further stretching the resources needed to stock shelves and pay bondholders. Short-term solutions sacrificed customer service to debt service. The company reduced its drug inventory and eliminated staff training. When it started to raise money from a selling campaign to announce new merchandise, it did not have enough inventory to meet customer demand.

Another management change in June 1987 brought in Mr Boake Sells, former Chairman of Dayton Hudson Corporation, the book and department store chain. He admitted, "I didn't understand the cash flow problems of Revco during the recruiting process". In July, Magten Asset Management Corporation, a company that invests in potential turn-arounds like Wickes Cos. and Penn Central Corp., bought just over 13 per cent of Revco bonds at 10 per cent of their face value. Mr Tally Embury, managing director of Magten, helped push the company into bankruptcy when he refused more time for interest payments, telling management: "If Revco can't pay the interest on these bonds, I'm coming to take the house. I own the company".

The company has improving prospects for emerging from bankruptcy. Mr Sells is going back to the core dispensing business, reducing the number of stores, and offering more fitness and health items under the slogan, "Look good, feel good". He is improving the inventory control system, while establishing a new \$145m

line of bank credit. Mr Dworkin, the former chairman, now runs a chain of seven discount stores with his two sons under the name, Sid's Get it For Less, while working on a book on the Revco saga.

Other management buy-outs would hardly expect to face the same circumstances that torpe-

doed Revco. But even without the such mistakes, there is still the question of whether an economic downturn would put similar pressures on other highly leveraged companies caught in a squeeze between bond holders and suppliers.

Frank Lipsius



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MANAGEMENT BUY-OUTS 14

Australia is expecting a buy-outs surge

New funds set for action

Table with 4 columns: Australia MBO deals 1985-1988, Value (\$m), Date, Adviser. Lists deals for NSN TV, Orlando, JRA, Piller Pacific, etc.

Several banks are prepared to put up increasing amounts of mezzanine funding

higher than those prevailing elsewhere... information from public companies in Australia is not required to be as extensive as in the US...

ALTHOUGH it has severely lagged behind its US and European counterparts...

Inspired by the US and European buy-out boom, and seeing opportunities in the aftermath of the 1987 share crash...

Montagu, (DBSM) the local merchant bank controlled by the UK-based Midland Group...

These initiatives are in addition to two funds already in operation. One is called Fulcrum Media, now operating what is probably Australia's largest regional television station...

crum funds, says his group started getting interested in the Australian MBO business in 1986-7, realising that the then share boom had to crack.

MANAGEMENT buy-outs take many forms. But the management bid for a public company is arguably one of the most controversial variations on the theme...

made by a new vehicle, called Dryvale, led by four members of the company's management.

radio communications group. And, more recently, Mr Harry Goodman has taken the holiday group, International Leisure private, with a pure cash offer.

PROFILE: GLASS GLOVER

Lessons of an in-house bid

4.58p. That said, dividends rose modestly and although the first six months of 1987/8 were described as poor, Glass held out the prospect of a more satisfactory second half...

willing to offer mezzanine-type funding because the new requirements simply force them to get their returns up,

DBSM, who adds that although his group has now facilitated five of Australia's biggest MBOs, it has looked seriously at more than 50 deals in the past two years...

Australian business about the logic of buy-out techniques.

Often the biggest problem for owners and managers is psychological. A prime example is last year's A\$1.7m take-over of ACI International by BTR-Nylex.

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whether the bid premium offered is a fair one.

Also, there is question of why the same management strapped with a fair amount of additional debt will be able to run the same business so much better in the private sector.

did not think that the price offered by Dryvale sufficiently reflected the company's prospects.

But it was another two months before Scottish Amicable, the Glasgow-based investment institution and Glass's largest non-family shareholder...

But, as Glass Glover demonstrates, structuring an acceptable deal and actually pushing it through is not always that easy.

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MANAGEMENT BUY-OUTS 15

Activity in the North is increasing again

When equities are flat

MR COLIN Chadburn is the local director of St's office in Newcastle. He tells the tale of a management team in the North-East which failed to get backing for its attempted management buy-out but suddenly became attractive when the buy-out was partially transformed into a buy-in.

What happened was that the team was short of some key players and its members did not between have a full enough range of managerial skills. When people with exactly the right credentials turned up looking for a business to buy into, the team became worth backing.

The story is instructive on several points about management buy-outs in the North of England. They have been plenty, possibly hundreds, in the last few years but whether they can take place at all has much to do with where in the North they are.

For the North is not a homogeneous cluster of communities somewhere above Stoke-on-Trent. It is three economic regions - the North-West, Yorkshire and Humberside, and the North-East and Cumbria. Not only is each different from the others, but there are considerable variations within each one, between sometimes powerful sub-regions.

There are exceptions to the rule but the position is underlined by Mr John Wall of Price Waterhouse's Newcastle office. The stable or emergent medium-sized business in the North-East has a turnover between £3m and £5m and makes between £300,000 and £500,000 pre-tax.

He recently analysed corporate transactions - sales or acquisitions - which had been reported by the region's newspapers during the last few years. There were 174, but only eight were management buy-outs. Some had gone unreported but checks with Northern investors, the regional venture capital fund, and 31 revealed only 10 more.

This contrasts with the experience of Rickitt Mitchell and Partners, the Manchester finance house which can claim with some justification to have invented the corporate finance boutique now being copied in the City.

Rickitt Mitchell's most conspicuous attempted deal did not come off - it advised the management of Land Rover on its attempt to buy out the business - but it already had a wealth of experience behind it. It has acted in 15 successful

buy-outs in the last three years, nearly half of them in the increasingly buoyant North-West and most in the early part of the period.

Buy-outs were less popular generally last year when the bull market was roaring away because it gave owners an inflated idea of the worth of their businesses. The crash a year ago restored realism and Mr Peter Rickitt says that buy-outs are now coming back strongly.

He says: "The stock market looks like being flat for a couple of years and buy-outs will

Regions	Number	£m	Value %
South East	26	1,751	36
London	38	1,464	31
West of SE	8	208	4
West Midlands	7	190	4
York & Humberside	8	246	5
South West	4	135	3
East Midlands	4	114	2
North West	3	192	4
North	3	52	1
Scotland	2	193	4
Wales	1	52	1
East Anglia	1	52	1
Total	100	4,687	100

* All deals worth £70m or more (at 1988 values) completed between 1986 & April 1988
Source: Post Merit ML/Stock

market moves. It starts with medium-sized companies raising about £500,000 of development capital and seizing some sort of opportunity to expand. Sale or flotation follows three years later, depending on the existing status of the company and the state of the stock market.

Thus, buy-outs fall off last year when price to earnings ratios were running at 18. A more realistic pricing level now obtains. "Rule of thumb is that private companies sell at five or six times pre-tax profits, giving a P/E of 7.7 to 9," Mr Rickitt says.

If the price is right and the management team has a full complement of skills, "there is no trouble in raising money for MBOs," he says. About 40 per cent of deals have been based on clearing bank finance in the form of loan capital.

Mr Rickitt has also evolved an interesting *modus operandi* for buy-outs. He says: "We think there are rules and people get it wrong. Managers are encouraged to put too much of their own money in. This is crazy. We want their minds on their businesses, not paralysed by worry about losing their houses."

"The secret of getting the buy-out team working well and succeeding is not to have too much from the managers. Our experience has been that you can stand a much larger degree of leverage - borrowing - than people think."

"From our own point of view we have also felt it right to make no charge for failure. Land Rover cost us £22,000, for example. Some people do charge managers who fail to buy out and many managers never think of shopping around for money and negotiating. It is sensible they get independent advice."

Good advice will always include a rigorous assessment of the management's strengths and weaknesses. In some parts of the North that may lead to a buy-in or some element of it to ensure that the strongest team wins.

There is likely to be increasingly more of this. It has witnessed 70 management buy-outs in the North in the last three years and provided 27 per cent of the finance.

Mr Wall says that Price Waterhouse's experience is of an increasing trend to buy in. He says: "I am seeing more and more evidence of entrepreneurial management coming back to the North-East. The deal flow is increasing all the time. This is very important because it is bringing good management back into the area."

"People coming in have included the marketing director of a large heavy engineering company where the management failed to complete an MBO, a man running the European operations of a fast moving consumer business who wanted to do his own thing and the chairman of quoted company who felt life had lost its fun and wanted to build something up all over again."

It is not the importation of new management that is always needed, however, but the change in the status of the managers to owner-managers and all that goes with it.

The North-East's most well-known buy-out was at Swan Hunter, which broke away from the nationalised British Shipbuilders in 1986. The price of £5m was a bargain given the £3m-plus of new computer equipment which had been recently installed but the problems were enormous.

The company, with no cushion of Government subsidy to fall back on, had its mind concentrated further by not getting hinted at orders from the Ministry of Defence. It is now slimmer, much more efficient through new, flexible working practices, and has agreed its second two-year pay deal.

Management is managing and Mr Alex Marsh, the chief executive, says that its financial backers, led by Globe Investment Trust, are pleased with progress.

Ian Hamilton Fazey

PROFILE: MACCESS

Second time around

the equity; the rest was held by the institutions.

Following the buy-out, the company launched a variety of new products and services. Wheelbase was a retail and marketing package for petrol station forecourts; Contraction was a distribution service for superstores; and Carisma was a car accessories catalogue for motorists.

The company has also opened two new cash and carry outlets - in Manchester and west London - and early this year, Maccess made its first acquisition, Car-men Supplies, a chain of motor factors specialising in the supply of automotive products to garages and industrial users.

The net effect was that the group's trading performance lived up to the management's hopes. Profits increased from £1.8m in 1986-87 to £2.5m in

1987-88 on turnover up from £50.5m to £69.1m.

Written into the original buy-out agreement was a provision for the management to acquire a larger shareholding in the group if it met certain performance criteria. When it became clear that the group had matched the criteria, the management was approached by a second consortium of investors prepared to fund a second buy-out.

After some discussion with the original investment group, the Maccess management went ahead with the new consortium. The second deal created an equity split virtually the reverse of the structure of the first deal. Now 72.5 per cent of the shares are held by the management and 27.5 per cent by the new investment consortium.

The structure of the second

£9.8m package was £5.5m of funding in the form of equity from the institutions, £50,000 of new money from the management and £4.25m in the form of loans. The second deal brought in more management shareholders - around 40 now have holdings - and a share option scheme is being introduced to widen the net further.

Although there are no easy direct comparisons in terms of price per share, it can quickly be seen that the original institutional investors made a healthy profit. The second £9.8m deal bought out their equity stake, for which they had originally subscribed £4.7m.

The second institutional consortium consisted of County Nat West Ventures, Investors In Industry (SI), MIM Development Capital and Standard Chartered who ended up with

Industry	Number	£m	Value %	Average size†
Manufacturing:				
Engineering	26	841	18	32
High technology	8	126	3	16
Wood	5	134	3	27
Paper	3	370	8	123
Chemicals	2	83	2	41
Textiles	1	12	-	12
Manufacturing Total	45	1,566	34	35
Retail and distribution	16	1,255	27	36
Construction and property	7	162	3	23
Insurance	6	115	2	19
M&P	6	528	11	88
Banking and finance	5	367	8	73
Transport	5	342	7	88
Food and agriculture	5	214	5	43
Business services	5	130	3	26
Total	100	4,687	100	40

* Average size is computed after excluding MFM Hygena (£718m)

Source: Post Merit ML/Stock

9.9 per cent, 8.25 per cent, 5.5 per cent and 3.85 per cent of Maccess' equity respectively.

Standard also provided the loan finance for the deal, which put an overall value on the company of £30m.

After two buy-outs, Maccess has plenty of experience and

Mr James Corr, the finance director, has this advice for any other executives contemplating an MBO: "They should get good accounting and legal advice before they approach institutional investors," he says. "And they should aim for flexi-

bility in negotiations so they have as many financing options as possible."

If Maccess' second MBO proves successful, then it could be the forerunner of many similar deals in the UK.

Philip Coggan

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MANAGEMENT BUY-OUTS 16

PROFILE: GEMINI GROUP

A buy-in of quality

THE MANAGEMENT team of Clive Greaves, Richard Compton and Ray Wearn had all worked together for a number of years, at first at the Economist and later at Marshall Cavendish. Mr Greaves himself had spent 7 years in the US as President of the Economist, during which time the magazine's circulation increased fivefold.

In December last year, there came a time when Mr Greaves determined to branch out on his own. His objective was to generate long-term capital gain through an investment in the areas of publishing and direct marketing that he knew well. He approached County NatWest Ventures with the suggestion that they should back him in a management buy-in. They agreed to do, on the condition that he assemble a management team.

Having done so, Mr Greaves scoured about looking for an appropriate vehicle for his ambitions. After two false starts, the break came at a lunch at Henry Ansbacher, the merchant bank.

Mr Greaves arrived with a shopping list of desirable companies, and left with an introduction to the management of Quadrant, a company which embraces publishing and marketing services.

Thus the management buy-in was born. The previous owners were committed to

keeping the company's two halves - publishing and marketing - together and it was with their endorsement that Messrs Greaves, Compton and Wearn came aboard in September this year.

The £5m deal was led by County NatWest Ventures, and backed by a number of other institutions.

Quadrant - the name of which has now been changed to the Gemini Group - consisted of two separate companies, Joint Marketing and Publishing Services and Print, Promotions and Publicity. There were no trading links between the two companies, although they shared premises and accounting overheads. The companies were owned 65 per cent by Philip Burley and 35 per cent by Tony Tanner.

The company made profits pre-tax and directors' expenses of £231,000 on turnover of £1.6m in 1987.

The former owners wished to safeguard employment, and so wanted to identify a buyer who would not hive off one or other of the company's halves. Rob-

ert Maxwell expressed his interest, but was deemed an unsuitable buyer.

Another crucial factor was Mr Burley's relationship with Mr Greaves. Mr Burley had intended to go to Spain and had arranged to hive off Marshall's Life, one of the company's magazines, to keep him occupied in his semi-retirement. As it is, he is staying on at PPP as managing director for another six months.

Prior to finalising the purchase price, CNWV obtained "in principle" commitments from four other institutions: Lloyds Development Capital, Grosvenor Ventures and 3I. The National Westminster Bank was also informally committed to providing the term loan requirements for the deal.

The 5 institutions provided £3.5m in a combination of equity and mezzanine finance, with a further £500,000 of term debt from the NatWest.

The structure was as follows: management ordinary shares: £150,000; institutional ordinary shares: £800,000. There was £750,000 worth of institutional

redeemable preference shares, together with institutional mezzanine of £2m.

Looking back on the experience of organising the deal, Greaves points to the necessity of having human skills as well as the financial skills needed to structure the transaction.

Although Mr Greaves ruled out buying a copy company - albeit replete with turnaround potential - the main difficulty even with a company with a good track record was the paucity of information about the potential acquisition.

In these circumstances, it was important to strike up a good relationship with the vendors, in order to ease the flow of information despite the competitive situation.

As Robert Ashmead of County has observed: "It was vitally important for us to sell ourselves to the vendors as suitable persons to take responsibility for their 'baby'."

That they succeeded in doing this is obvious from the fact that Mr Burley put off going to sunny Spain for six months.

David Walker

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SCOTLAND

Some significant deals

SCOTLAND IS not only the scene of a respectable number of MBOs in the past few years, but is also the home of three major players on the British MBO scene - Murray Johnstone and Charterhouse Development Capital, an offshoot of the Royal Bank of Scotland Group, as equity investors, and Bank of Scotland as a provider of loan finance. These organisations draw little distinction between deals which originate in Scotland and the greater number which arise outside it.

In Scotland itself the progress of the MBO roughly mirrors that of the Scottish economy: the deals are smaller, because most of the companies are smaller, and the speed with which they have emerged is slower than that of the UK economy as a whole, just as the Scottish economy - mainly because of the 1986 oil industry recession - was until recently lagging behind that of the rest of the country.

"I think the enterprise spirit has reached Scotland - people don't talk pessimistically now," says Mr Mike Pacitti, local director in Edinburgh of Investors in Industry (3I), alluding to doubts that persisted up to a year or so ago as to whether Scottish businesses were taking all the opportunities available to them.

"Quality managers here are as outward looking as anyone," he says. 3I participates in the largest number of MBOs in Scotland.

He adds: "There's been no quantum leap in MBOs in Scotland over the past three years but rather a steady growth. You have to remember that there are a huge number of situations where MBOs are possible." He points to the branch offshoots of major companies which the parent may prefer to close or transfer elsewhere rather than sell to their management and see them compete with the parent.

In early 1987, 3I earmarked £50m for MBOs in Scotland but has actually invested about £20m over the past three years. Mr Pacitti points out that whereas the size of MBOs in the south of England is soaring to astronomical levels, the record for the biggest MBO north of the border is still £10m - the size of the deal in early 1986 whereby the management of British Circuits bought their Selkirk-based printed circuit board business from STC. Most Scottish MBOs are worth less than £5m.

Mr Pacitti acknowledges that a number of rising Scottish companies may have become shy about the external possibility of seeking stock exchange quotations following the saga of Babygro, but despite the importance to MBOs of an "exit" he does not think this is putting them off buy-outs.

Babygro was the subject of a buy-out - financed by 3I, British Linen Bank's Melville Street Investments and the Scottish Development Agency - from its US parents in 1983. Upheld as an example of the resurgence of the Scottish entrepreneur, it was floated on the stock exchange in 1987 capitalised at £18m. But this year it hit serious difficulties and was sold to a Cheshire sports-wear maker, Robert H. Lowe, for only £4.4m.

At Bank of Scotland Mr Gavin Masterton, general manager for the East of Scotland, notes that deals have become more complex for the lender, since lending is now more likely to be based on cash flow of the business rather than its net asset value.

There have been some significant MBO deals in Scotland in recent months. At the beginning of this year 3I and the Scottish Development Agency - which is also a significant

development capital operator - helped finance the £3m deal whereby local management bought Indy Electronics, since renamed ITBQ Europe, an Ayrshire company which assembles semiconductors, from its US owners and injected some new capital.

In April, 3I combined with Charterhouse Development Capital to enable Mr Bernard Reinhold to buy Mr Reinhold from Dawson International in a deal whose value has not been disclosed. Mr Reinhold markets and distributes Emreco knitwear and is now called Emreco.

In June, Charterhouse along with two of Murray Johnstone's venture capital funds assisted a combined management buy-in and buy-out at Burn Stewart, a specialised whisky distributor in which the owner sold to managers at the same time as a senior whisky industry figure bought in from outside to become managing director. The value of the transaction is said to have come close to the record set by Exacts.

Murray Johnstone recently financed a buy-out from British Coal of a small coal mine in Ayrshire to form Cavendish Coal, which will concentrate on the domestic coal market.

Mr Norman Murray, a director of Charterhouse Development Capital, says that MBOs are "a healthy sign for the Scottish economy. It keeps businesses local or brings back control from outside Scotland. That means that they provide business for local service companies, such as advertising, public relations, banking and legal services." He notes that Burn Stewart transferred its head office from London to Glasgow following the MBO.

Mr Robert Smith, Charterhouse Development Capital's managing director, says: "The MBO market suddenly picked up dramatically in March this year after the shock of the October 1987 crash and has been extremely busy ever since."

He believes that the effect of higher interest rates and the slack stock market may enable managements to buy-out their companies at a lower price than was possible before, with less competition from corporate predators offering paper.

"The MBO wins by paying cash," he says.

Mr Peters at Murray Johnstone does not differentiate between deals involving Scottish companies and those in other parts of Britain. Murray Johnstone can marshal resources totalling £200m from Murray Ventures (which has invested in 40 MBOs since it was founded in 1984 and made a 40 per cent annual return on capital).

James Buxton



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MANAGEMENT BUY-OUTS 17

THE MIDLANDS

Taking a long-term view

THE EARLIEST buy-out that the Centre for Management Buy-Out Research in Nottingham has been able to trace occurred in Belfast in 1884. But, according to Mr Peter Williams of Investors in Industry (II), the buy-out as we now know it was invented in 31's Birmingham office 10 years ago. The problem to be overcome was a Companies Act provision, since repealed, which prevented people borrowing on the security of the company they were buying.

Mr Terry Gateley of Peat Marwick McLintock believes that the character of Midlands buy-outs has changed since those days. In the recession, managers were buying ailing businesses at a discount as an alternative to closure. Now they may have to pay a premium over their company's value, and raise some finance at higher interest rates to cover it.

The managers of Rover's computing arm, Istel, won after two rounds of bidding. (They also brought in 900 employees as shareholders.) Mr Gateley says there is a confident air in the West Midlands. The problems were shaken out in the last recession, and there are an enormous number of skilled people in the companies.

"Four years ago, we always had to get trains to London. Now people are coming to us. They are looking for good cash-generating businesses that they are not going to get any shocks from."

Only one in 11 bought-out companies has been unsuccessful, compared with one in four start-ups.

Mr Gateley says that up to £25m to support a buy-out can be raised in Birmingham. Apart from national capital providers like II (whose Birmingham office has just helped finance its 100th buy-out) there are local ones such as Summit, associated with Albert Sharp, the stockbroker, and the council-owned West Midlands Enterprise Board.

Parent companies are now apt to produce sale memoranda, inviting bids for subsidiaries not part of their core business. Mr Gateley's advice to managers eager to buy is to produce their business plans swiftly and line up their financial backers, so they can offer a quick deal. One advantage of selling to managers is that

there is less hassle over stocks and debtors.

However, one would be buy-out team was beaten by a £10m higher bid from another company. A competing buyer may be able to offer his own paper. He may also see the purchase as more valuable because he can transfer business to his existing factory.

Mr Keith Hirst, of Metsec which was saved by a buy-out from TI seven years ago, believes there has been a change in the motives of managers who buy their companies. Like the venture capitalists firms which back them, those now buying may be looking for a chance to sell their stakes for a large sum when they float the company on the market in three to five years.

Dr Michael Wright of the Centre for Management Buy-Out Research points out that this is not necessarily bad. After a spell in Marbella on the sale proceeds, they may well be back to help run another firm.

The big players stress that the Midlands buy-out industry is all about people. Dr Mike Cunnell of Summit, who once ran a division of Lucas Aerospace, says: "We spend a lot of time with the people themselves. We investigate what they have done in the past. Then we don't have to worry too much about the exit terms."

"We don't make a deal forcing people, like most of our competitors do, to go to market."

The managers at Nesbit Evans, the Wednesbury maker of hospital beds, brought in an outsider, Mr Gerard Wainwright, to head their £3m buy-out team. He thinks this helped because he was able to do the negotiating while the other 10 managers carried on managing. He also believes that the team leader has to assess how much cash his colleagues should put in. Failure must hurt but not be disastrous. "I don't think there is any joy in management not sleeping at nights."

One good manager is identified, it is in the interests of the buy-out industry to get them owning and running a company. Hence the fashion for buy-ins. Summit helped a team of five set up Wharfedale Wine, to buy firms in the drinks trade. Dr Cunnell says: "They came from a variety of backgrounds. I saw them all together to make sure they did

not nigger one another."

Buy-outs have been common in the West than the East Midlands, particularly this year. One Midlands buy-out in three is of a firm worth under £1m, perhaps a small business whose owner is seeking to retire.

Small firms take longer to reach a marketable size, and so are less popular with capital providers. The West Midlands Enterprise Board is prepared to wait seven to 10 years to get its money back. Mr Williams says that it also takes a long-term view, "but we are not going to invest equity to see a business stand still."

He believes the buy-out movement has saved some Midlands businesses that would otherwise have failed while enabling others to escape the constraints of their previous ownership.

A typical Midlands buy-out is of a company with possibilities that the previous owners were not able to exploit. Premier Brands escaped from Cadbury with ideas for Instant Typhoo and one-cup teabags.

The United Machinery Group in Leicester was previously part of an American company that was taken over by another US company. The £20m buy-out involved acquiring 19 companies in different countries.

"We saw there was a potential in several places round the world," says Mr Neville Burton, one of four managers in the buy-out. "We also had a good R&D programme that was beginning to develop interesting new machines. We will grow 15 per cent in turnover this year."

Partco, a Balshall Common-based supplier of motor vehicle parts, lost £125m in its last year with Burmah Oil. This year, the managers who bought it expect a profit near £2m.

Mr Harvey Deive was one of four managers who bought Simplex from GE of the United States. This year he and Mr Gerald Bartlett made an offer to Simplex for Power Centre Holdings, a Wednesbury maker of cable ducts for buildings. The other directors said: "We wish you well, but you must realise it is a commercial transaction."

Mr Bartlett comments: "Harvey and I developed a business plan over two nights. That really is the key. But you have to have a bit of good fortune as

well. We decided we were prepared to offer a certain amount of money and we just kept going. An asset is stamina. We genuinely believed we could make the business more successful."

The buy-out has given new confidence to the 230 work-people, because the key decisions are now being made on the premises.

Metsec at Oldbury began 58 years ago with a new method for rolling bicycle rims. By 1980 it belonged to TI, was involved in the ailing motor industry and was losing money. Management buy-outs were then few and far between, says Mr Keith Hirst.

With four colleagues, he decided to make a bid for the structural steel part of the business. "We went off to see David Haggart of Evershed and Tomkinson, the solicitors, and he took us to St. Eventually it meant us putting our houses up as security."

Before selling, TI cut the workforce from 750 to 180. It is now up again to 200, plus employees of new subsidiaries. Metsec helped to build the Nissan car factory. It uses fibre-optic cables to link the drawing office to machines.

It lost TI's services but escaped from its bureaucratic structure. Flotation in 1985 to raise money to buy the buildings gave Metsec a value of £12m. Turnover which was £5m in 1981 will be £50m this year.

Mr Cliff Hopkin, his son and a colleague offered a Swedish owner £50,000 for Venetian Blind Manufacturing, a Birmingham maker of blinds, canopies and awnings. "We were not making any money," says Mr Hopkin.

After 15 months, their offer was accepted. To Mr Hopkin's disgust, they were unable to persuade their bank to continue the overdraft without personal guarantees, and so they obtained £100,000 from the West Midlands Enterprise Board. Meanwhile, a man from another venture capital firm "treated us like small children."

What they had spotted was a growing demand for wooden blinds and pinoleums (woven wood from Paris). This accounts for a quarter of their turnover which is up 40 per cent this year.

David Spark

PROFILE: INGERSOLL ENGINEERS

A pioneer four-nation deal

IT WAS a single buy-out at a single price, and yet four companies - in four countries - were created. Before it was concluded, an eight-way conference call, involving participants in the same four countries, went on for 7 1/2 unbroken hours - without settling the question at hand.

Little wonder that the heads of Mr Brian Small, managing director, and his colleagues at Ingersoll Engineers, management consultants to manufacturing industry, have only just stopped spinning.

The simultaneous and separate buy-outs of the Ingersoll consulting operations in the US, West Germany, Britain and France earlier this year broke new ground because of the complicated multi-national nature of the transaction.

The deal also highlighted the special complexities involved in mounting a buy-out for a service company of which the main assets are the potential buyers themselves.

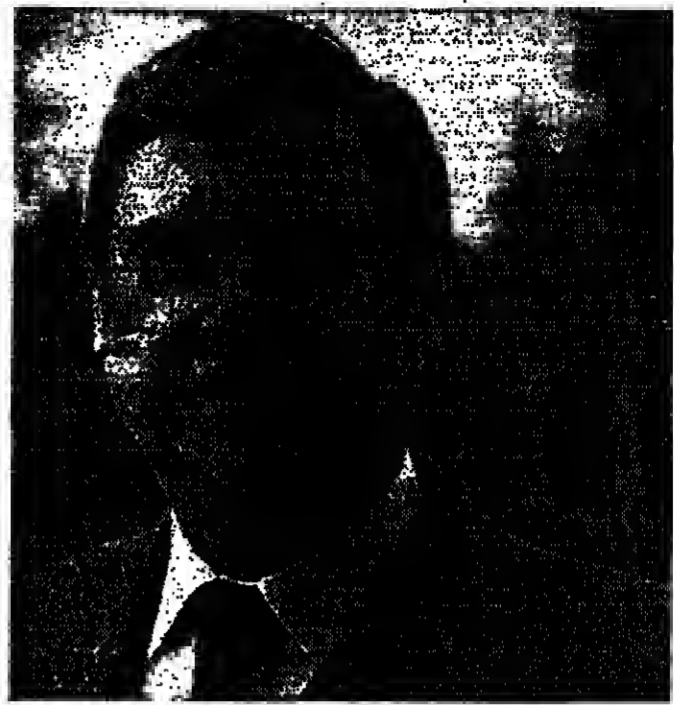
No less noteworthy is the role played by Berliner Handelsbank, Frankfurt, the West German bank which provided virtually all the loan finance for the buy-out and holds a 25 per cent equity stake in each company.

Ingersoll Engineers was founded in the early 1960s as a sales promotion subsidiary of Ingersoll International, a privately-owned US company which also owns Ingersoll Milling Machine, a pioneer in automated transfer lines which traced its history to 1890. Ingersoll supplied the assembly line, for example, for Henry Ford's first manufacturing plant.

By the middle of this decade, however, it had become clear. Mr Small says that "you don't sell products through a masquerade of an industrial consultancy. As we became more like management consultants, it became less logical to be a subsidiary of Ingersoll."

In 1984, a study group was created with top-level representatives from each office to improve international liaison - somewhat less officially - to explore options for change. Taking its name from Talloires, a village near the French branch at Annecy, the forum decided by 1986 that a buy-out was the best solution.

Although the US parent was open to the idea, it put Ingersoll Engineers on the block to



Brian Small, managing director, Ingersoll Engineering

several years the payment of somewhat less than 10 per cent of the purchase price. This was of symbolic importance as much as anything - to demonstrate continuity and to show BHF that it was not bearing all of the external risk.

Ingersoll Engineers was sold as a block and then divided up among the buyers into separate geographical companies. "The investing participants all wanted their rewards to be linked to what they controlled or influenced," says Mr Small.

Having agreed the total price, the buyers had to allocate it among themselves. BHF was the arbiter for this tortuous exercise, which had to assess such factors as the greater growth potential in the huge US market and the fact that the UK company was the only one to own a freehold property - Bourton Hall, a restored Regency manor house in 16 acres on the outskirts of Rugby.

Although each company is independent, they co-operate through the Ingersoll Engineers Group, which they own rather than vice versa, making financial contributions to its support in proportion to their turnover.

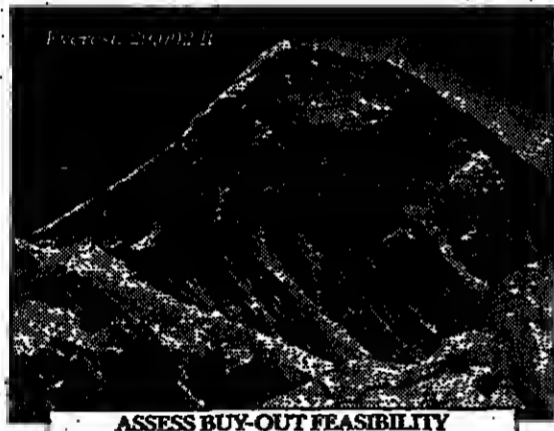
The four companies also went their own ways in terms of breadth of ownership participation. The French company, smallest of the four, was company-wide from the start, while in the US and West Germany, it is limited to the top levels.

In the UK, there were only 10 investors at the time of the buy-out, but shareholding has been opened to all employees.

As consultants, the new owners of Ingersoll Engineers learned more than they expected from their own buy-out. During the protracted process - not helped by having to deal with lawyers in four countries - Mr Small says one point was brought into sharp focus: "Each individual has his own personal aspirations in terms of the future."

Group consensus may be sufficient for incremental change, but each of the desires of each individual - especially in middle management - must be considered in more dramatic changes such as buy-outs. It is a lesson which they are already passing on to their clients in industry.

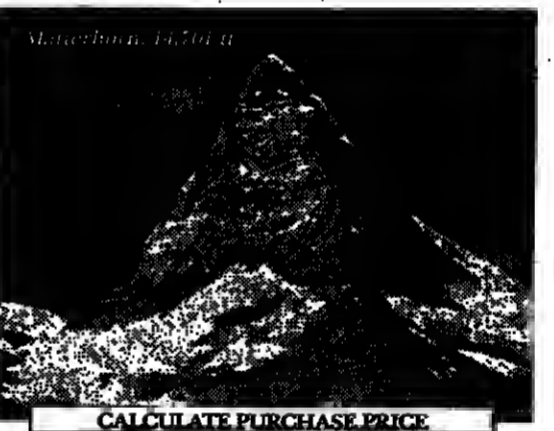
Clay Harris



ASSESS BUY-OUT FEASIBILITY



APPROACH VENDOR



CALCULATE PURCHASE PRICE

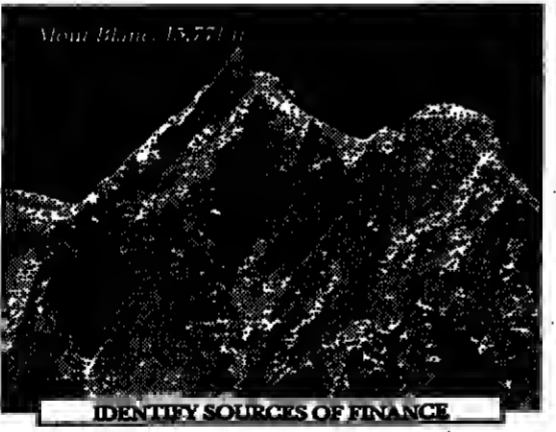


DEVELOP BUSINESS PLAN

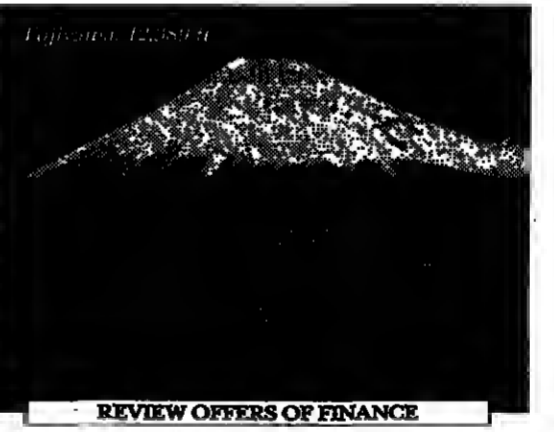
WITH ARTHUR ANDERSEN,



CONSIDER BUY-OUT TEAM'S RISK



IDENTIFY SOURCES OF FINANCE



REVIEW OFFERS OF FINANCE

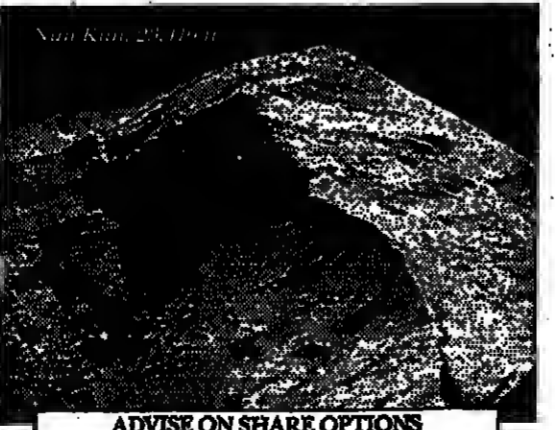


EXAMINE CORPORATE STRUCTURE

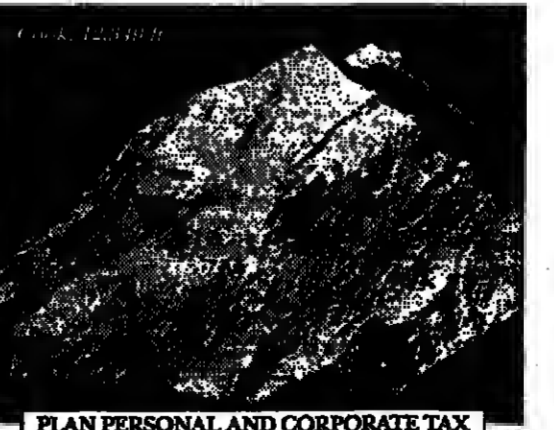
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Arthur Andersen & Co is a member of the Institute of Chartered Accountants in England and Wales to carry on investment business.

MANAGEMENT BUY-OUTS 18

PROFILE: REEDPACK

A determination to invest

There was one thing Mr Peter Williams, head of Reed Manufacturing Group, would not compromise on when he and his colleagues decided to attempt a buy-out of the paper and packaging group from its parent Reed International.

He was determined that the group would not survive its capital investment plans or sell off any of its activities in order to pay off the high level of debt which would inevitably be needed for the buy-out. That meant the backers not only had to put up the money in the first place, but that they would have to be content to see the company remain highly geared, despite strong cash-flow, until it returned to the stock market in three or four years' time.

"The business plans prepared for RMG when we were part of Reed International were created to give us a sound and reliable future. They were valid then and they are still valid now. There's absolutely no reason why we should change them," Mr Williams told his employees when the deal was completed.

This made the buy-out an unusual one to sell to banks and investors. Normally bankers expect to see a rapid repayment of debt. But RMG, which has since renamed the

company, Reedpack - had plans to spend over £300m in the next five years. "It is the first time institutions are investing in a business with heavy capital expenditure projects," Mr Williams said at the time.

The price paid to Reed International was £68.6m and there was a further £22m needed to cover expenses. A total of £210m of equity was raised. Reed International put in £50m for preference shares which will be repaid when the business is floated or sold, and has the right to take 10 per cent of Reedpack's equity. Top management put in £2m and will be entitled to 10 per cent of the equity, rising to 20 per cent if performance targets are met. Institutions put up £148m, of which £3.5m is reserved to be sold to employees.

That left a need for roughly £42m in acquisition debt, plus a facility to borrow another £175m to cover capital expenditure and working capital requirements. Both were led by Chemical Bank. Thus the total



Peter Williams of Reedpack

amount of finance fixed at the time of the buy-out was over £300m.

Even so institutions were eager to snap up the equity available - so much so, according to Mr Robin Hall of CEN Venture Managers, that buyers had to be scaled down.

The deal looked attractive to equity investors who will get a return of 35 per cent a year if Reedpack meets its targets and the shares are floated in four years' time. The return will be higher if the float comes earlier.

The risk was that the high level of debt would become too much of a burden if the business's fast rate of profit growth slackened. RMG's profits before tax had risen from £16.9m in 1983-84 to £56.2m in 1987-88.

After the buy-out was completed on July 22, Reedpack quickly swapped its variable rate debt for fixed rate in advance of the rises in interest rates seen in the late summer and early autumn.

Just as important as the capital expenditure programme, was Reedpack's spread of businesses. The group has nine major areas of activity, based in the UK and the Netherlands. It would have been simple to sell of some businesses, especially since many have leading positions in their markets.

But Mr Williams believes that the spread of businesses gives Reedpack the balance it needs.

While some areas are highly capital intensive - such as the paper making side - others

are not, such as Spicers, which is an office supplies company. Some are fast growing - such as parts of the plastics packaging business which is benefiting from the replacement of other types of packaging with plastic, and is only constrained by capacity limits.

Although Reedpack, along with the rest of the paper and packaging sectors, has been enjoying exceptionally good trading conditions, Mr Williams feels that the group would be largely immune from a slowing in economic growth. Reed International had already invested heavily in updating its paper and packaging operations over the last 12 months, even though it was becoming apparent that publishing was to become the sole focus of Reed International's efforts.

Mr Williams is now sure that with the paper and packaging side of the business now owned, at least in part, by management and staff they will be much better motivated.

Maggie Urry

Deal Leaders of larger MBOs

Company	Number of deals Sold	Deals	Total value £m	Average value £m	Address	Telephone number
Bankers Trust Company	5	5	636	80	Deafwood House, 68 Chancery Lane, London, EC2P 2EE	01-728 4141
Barclays Development Capital	5	5	104	21	Pickford Wharf, Clerk Street, London, SE1 8QG	01-407 2389
Baring Capital Investors	1	1	405	405	140 Park Lane, London, W1Y 3AA	01-408 1282
Bank of Boston	2	2	54	27	38, Victoria Street, Westminster, London, SW1H 0ED	01-789 3333
British Lion Bank	1	1	13	13	24, Abchurch Lane, London, EC4N 3EN	01-698 7011
Candover Investments	9	6	16	836	Cedric House, 8-9 East Harding Street, London, EC4A 3AS	01-583 5080
Charterhouse	7	3	10	1,331	1331, Ludgate Broadway, London, EC4V 6DX	01-248 4000
Chase	1	1	2	106	53 Woodgate House, Coleman Street, London, EC2R 2ED	01-728 5558
CEN Venture Managers	2	2	4	679	PO Box 10, Robert House, Grosvenor Place, London, SW1X 7AD	01-245 0811
CIMCorp Venture Capital	5	5	10	212	PO Box 199, Cotton Centre, Hays Lane, London, SE1 2DT	01-294 9878
County Natwest Ventures	8	8	144	18	Dunbar, 25 Theobalds Avenue, London, EC2P 2ES	01-682 1000
Electra	1	6	7	601	65 Kingsway, London, WC2E 9GT	01-831 8484
Foreign & Colonial	1	1	11	11	1 Ludlow Place, London, EC4A 3DQ	01-428 4089
Greenfield	6	6	70	12	1 Lovell Lane, London, EC3R 8BP	01-821 1212
Guildhouse	1	1	2	19	Vestry House, Greyfriars Passage, Newgate Street, London, EC1A 7BA	01-408 8321
Hambros	1	1	26	26	41 Tower Hill, London, EC3N 4HA	01-480 9000
Hill Samuel	1	1	28	28	100 Wood Street, London, EC2P 2AJ	01-428 8011
SI	10	6	16	806	91 Waterloo Road, London, SE1 8DP	01-428 7822
Kleinwort Benson	2	1	3	63	PO Box 960, 20 Fenchurch Street, London, EC3R 9GB	01-622 8000
Lloyds Development Capital/Barchart Bank	4	4	184	46	40-48 Queen Victoria Street, London, EC4P 4EL	01-248 4276
Manchester Exchange Trust	1	1	62	62	Fairbank House, 40 City Road, London, EC1Y 2AX	01-251 0281
Merrill Lynch	1	1	260	260	25 Ropemaker Street, London, EC2R 7JY	01-657 4865
Mitland Montague Ventures	5	1	8	274	10 Lower Thames Street, London, EC3R 6AE	01-280 9511
Morgan Grenfell	1	1	10	50	23 Great Winchester Street, London, EC2P 2AX	01-588 4546
Murray Johnson	1	1	14	14	7 West Hill Street, Glasgow, G1 2PX	041-228 3131
Norwich Union Venture Capital	1	1	19	19	PO Box 33, Sunny Street, Norwich, NR1 3TE	0603-622200
Prudential Venture Managers	3	3	82	27	Audley House, Ely Place, London, EC2N 4BN	01-681 7747
Scandinavien Bank	1	1	2	63	26 Cannon Street, London, EC4M 6XK	01-326 6030
Schroder Ventures	7	7	265	41	20 Southampton Street, London, WC2E 7EQ	01-379 8010
SPHG Equity Ventures	2	2	66	34	Security Pacific House, 15 Broad Street, London, EC2M 7LE	01-374 1796
SUNT	1	1	13	13	Edmund House, 12 Newhall Street, Birmingham, B3 3EP	021-200 2244
Warburg/Mercury	2	2	4	364	38 King William Street, London, EC4R 9AS	01-280 2222
None	7	7	82	12		
Eliminate joint deals	(15)	(15)	(1,117)			
	104	19	123	6,701		

NOTE: This and other tables report the results of a survey as at 15th September 1988 undertaken by Paul Marwick M&I, Intack for the Financial Times of the deal leaders of management buy-outs since 1981 with total funding of over £20m in 1988 values. Source: Paul Marwick M&I Intack

WALES

ASW shows the way

MANAGEMENT buy-outs have been gathering pace in Wales over the past three years but the jewel in the Welsh crown is undoubtedly ASW, subject of a £181m buy-out by managers, financial institutions and British Steel last year.

Floated on the stock market in June the company last month reported an increase in profits at the half-way stage up from £10.2m to £13.2m on sales up from £172.5m to £195.7m.

Learning from the Japanese - 400 out of ASW's 3,100 staff have been to Japan to study how steel plants operate there - and exporting half its output to the rest of Europe, the company has been held up by Mr Peter Walker, the Secretary of State for Wales, Peter Walker, as an exemplar of management skills and dedication.

The fact that the management behind the buy-out has firm Welsh-based roots has spin-offs in other directions. In August, Mr Alan Cox, ASW's chief executive stepped in with a cash injection to resolve an acrimonious dispute which was threatening Welsh National Opera's world tour production of Falstaff. ASW has also become prominent in other areas of Welsh life through its generous sponsorship of local

sport and the first meetings of the St David's Forum, a regular gathering of leaders of Welsh business, local government, academic, trade union, civil service, media and political life.

The Welsh Office is an enthusiastic backer of the buy-out trend. It sees then creating enterprises of greater permanence and growth potential in the Welsh economy.

Earlier this year Mr Peter Walker opened a new office block for PD Engineering (UK) at Llantisant. Formerly a member of the Fowell Dafydd Group, the company was bought by its management team in 1986, assisted by a grant from the Welsh Office. Investors in Industry (SI) and Barclays Bank.

As Peter Walker put it: "Now we have here in this locality a company where the decisions are made locally, the power is local and the decisions for the future growth and expansion

will be made for the benefit of the community as a whole."

The scope for management buy-outs in Wales was highlighted in a 1978 Welsh Office-sponsored study which found that of Welsh firms employing between 500 and 1,000 people, 78 were controlled from outside and only 16 from inside Wales. Of those employing more than 1,000 people, 42 were controlled from outside and only seven from inside.

The position has changed little since, but now management buy-outs are being seen, especially by Peter Walker, as a means of adjusting the balance. Wales was slower to jump aboard the buy-out bandwagon in the 1980s than England, but is now more than catching up.

One reason is the very fact that Wales has a greater concentration of branch factories. These, by their very nature are more likely to be divested by a centralised operation else-

where and become the target of a locally-based management intent on self-preservation.

A case in point is Plastic Engineers, situated in the Taff Valley in Mid Glamorgan some ten miles north of Cardiff. This was a buy-out from Birimid Qualcast in the summer of last year, involving initial funding of £1.7m - £100,000 coming from the management, £800,000 invested by SI's Cardiff office, £600,000 overdraft facility from Barclays and some support from the Welsh Office.

Since then, SI has invested a further £1.5m mainly to allow a subsidiary company to be set up in Beith, Ayrshire, employing 50 people to service the Scottish electronics industry. Plastic Engineers staff have increased overall from 120 at the time of the buy-out to 250, a figure that will shortly increase to 300. Its turnover has risen from £4m to £10.5m in the same period.

"Our motivation in the buy-

out was one of pure survival," recalls Mr Ted Griffiths, chairman of the company. "I think the key to our success since has been shortened, autonomous decision lines and being able to give a personal commitment to our customers."

Plastic Engineers are typical of the kind of buy-outs currently happening in Wales, both in its scale and financial investment involved. Three years ago buy-outs of this character were unknown. Since then leaving aside the special case of ASW Holdings, there have been an estimated 40 buy-outs in Wales involving a total investment of around £40m. Currently some half-dozen buy-outs are being processed.

It seems likely that this level of activity will be continued into the 1990s. For instance, the Welsh Venture Capital Fund, a branch of the Welsh Development Agency, was founded in 1985 with £5.5m capital raised from pension funds, Lazarus, the Church in Wales, the Welsh Counties and the WDA itself. So far, the Fund has invested £4m, with £1.3m going into management buy-out ventures. The Fund is currently raising a second fund, targeted at £10m.

John Osmond

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deals, others somewhat smaller but
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tional technology to high technology.

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can arise, we've got our heads down with them.

Our greatest strength lies in the experi-
ence of our people. People who, in many
cases, have run companies for themselves.

Having held such positions it enables
them to distinguish between genuine enthusiasm
for a buy-out and your desire to buy to make
a profit. (After all, that's why we're successful
and the people we buy for.)

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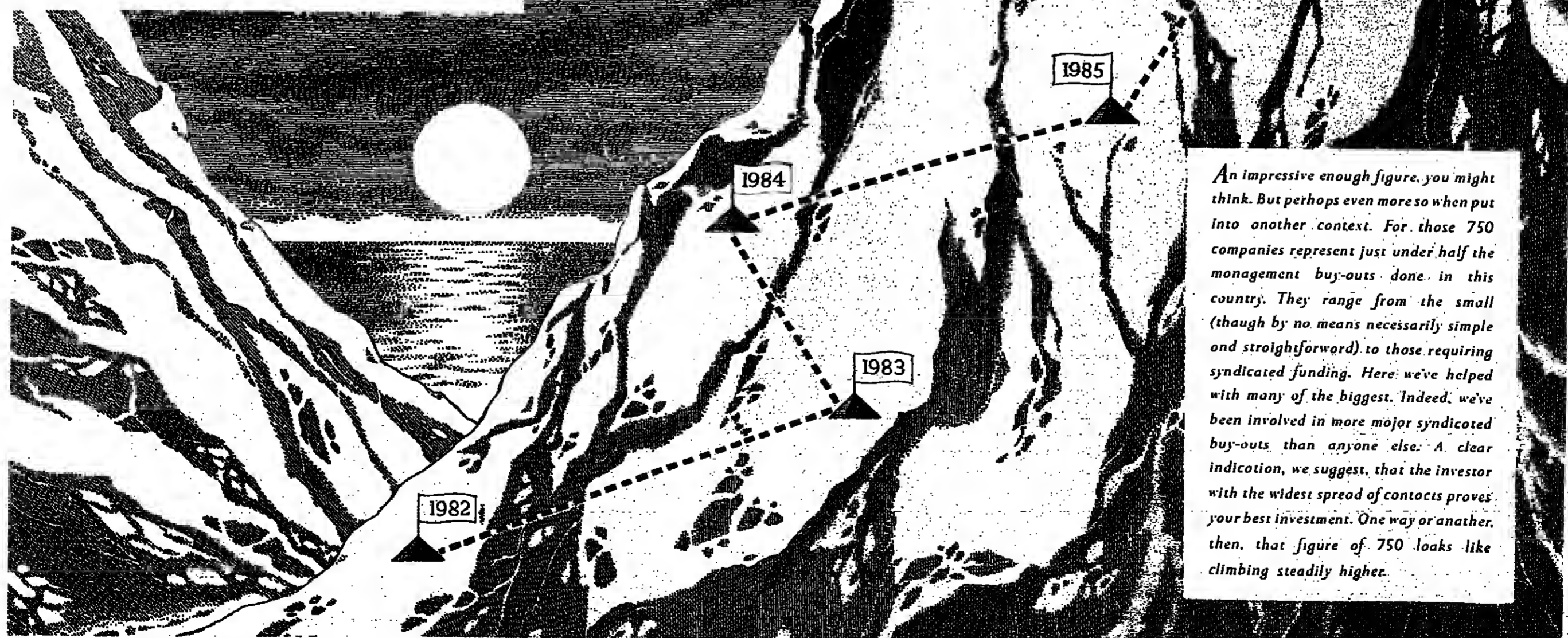
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An impressive enough figure, you might think. But perhaps even more so when put into another context. For those 750 companies represent just under half the management buy-outs done in this country. They range from the small (though by no means necessarily simple and straightforward) to those requiring syndicated funding. Here we've helped with many of the biggest. Indeed, we've been involved in more major syndicated buy-outs than anyone else. A clear indication, we suggest, that the investor with the widest spread of contacts proves your best investment. One way or another, then, that figure of 750 looks like climbing steadily higher.

COMPANIES & MARKETS

Thursday October 13 1988

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INSIDE

Klöckner's grief in the oil market

The heavy losses in oil trading declared yesterday by Klöckner of West Germany came as little surprise to the oil market.

A flutter in American hen coops



Tyson Foods, the leading US manufacturer of poultry products, has launched an unsolicited bid for Holly Farms, the nation's third biggest chicken group.

UEI revs up to higher profits

UEI, the UK high technology electronics and engineering group, has announced a 26 per cent rise in interim pre-tax profits to £14m (\$24m).

Asko rings the cash tills

Asko, the fast-growing West German discount stores group is launching a DM870m (\$470m) rights issue, its third call on shareholders in as many years.

Bonds come under the hammer

One question more than any other has exercised the minds of those responsible for Canada's bond distribution system over the last two years: To auction or not to auction?

Market Statistics table with columns for Bond lending rates, European options, etc.

Companies in this section

Table listing various companies like Abbey Life, Air New Zealand, Altkon Home, etc.

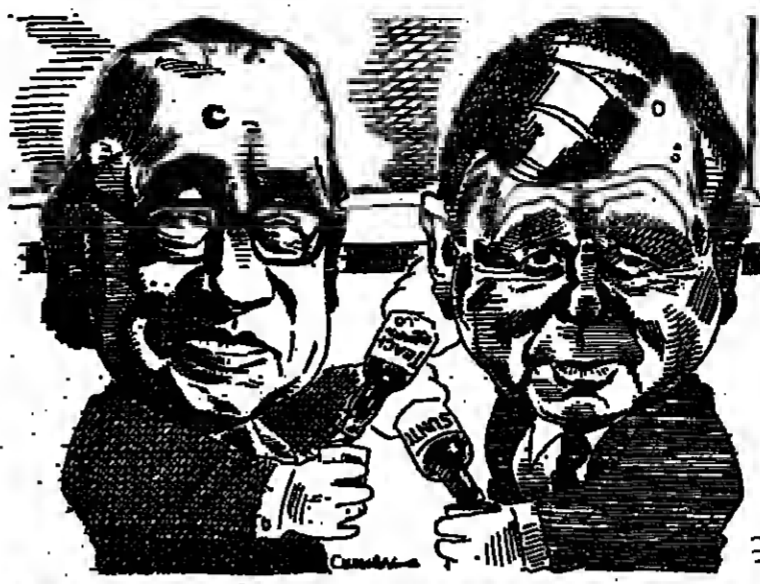
Chief price changes yesterday

Table showing price changes for various companies like Altkon Home, Altkon Home, etc.

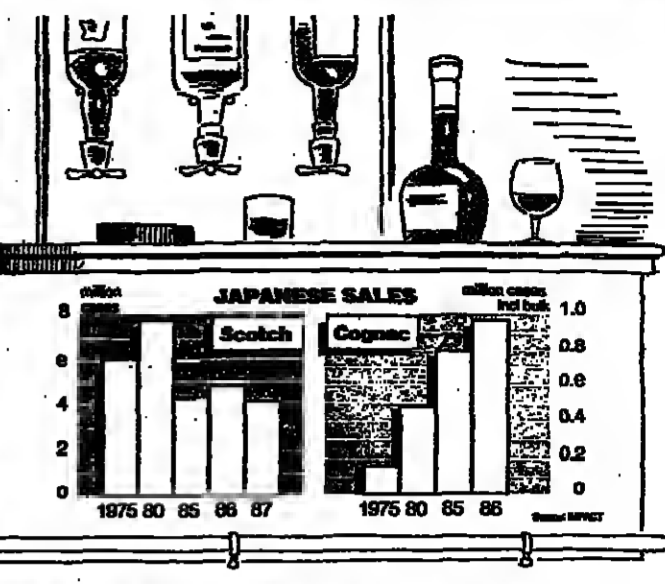
A drop of Teacher's at the Rising Sun

Tony Jackson and Christopher Parkes look at yesterday's alliance between Allied-Lyons and Suntory

MR KEIZO SAJI, chairman of Suntory, may have overstated it yesterday, when he coyly claimed that his surrender of a 1 per cent stake in Japan's largest drinks company to Britain's Allied-Lyons felt "a little like losing my virginity."



East-West marketing drive: Suntory's Keizo Saji (left) with Sir Derick Holden-Brown, chairman of Allied-Lyons



the aim was to multiply that by five within five years. Hence the importance of premium foreign brands from the Allied fold. These could help it at least to maintain its market share, especially since imports stand to benefit greatly from excess duty adjustments promised for next April.

Of course, Allied-Lyons is already active in Japan. Ballantine's Finest, for example, held fifth place in Scotch sales last year, but the group's representation was scattered among 20 different distributors.

Al Saudi rescue plan is revised

By George Graham in Paris

FRANCE'S banking authorities have had to revise their controversial rescue plan for the troubled Al Saudi Group in the face of concerted opposition from leading French banks.

Eastern Air sells shuttle service to Trump for \$365m

By Anatoly Kalotay in New York

EASTERN AIRLINES, the striffridden licensed subsidiary of Mr Frank Lorenzo's Texas Air, yesterday agreed to sell its highly prized US East Coast shuttle operation to Mr Donald Trump, the New York property tycoon, for \$365m.

BGas and Shell in Tenneco deals

By Steven Butler in London

BRITISH GAS and Royal Dutch/Shell emerged yesterday as purchasers of some \$700m of the oil and gas assets which have been sold off by Tenneco, the US group.

with the company's ability to make a large purchase, it will for the first time give the giant gas utility, which was privatised at the end of 1987, a truly international spread of interests.

Racal Telecom fixes share price at 170p

By Philip Coggan and Hugo Dixon in London

RACAL TELECOM, the mobile telecommunications subsidiary of Racal Electronics, has been valued at £1.7bn (\$2.9bn) for its flotation on the UK, US and European stock markets.

At a news conference at Mr Trump's recently acquired Plaza Hotel in Manhattan, Mr Lorenzo also confirmed that he had been approached by Mr Carl Icahn, the takeover specialist, and corporate raider who controls Trans World Airlines, about buying the remainder of Eastern Airlines.

Taylor Woodrow plc £75,000,000 11 1/2 per cent. Notes due 1993. Hambros Bank Limited, County NatWest Limited, Samuel Montagu & Co. Limited, etc.

INTERNATIONAL COMPANIES AND FINANCE

Good prices boost US pulp and paper companies

By Our New York Staff

MEAD and Georgia-Pacific, two large US pulp and paper companies, yesterday reported improvements in profits from their main businesses in the September quarter thanks to full capacity use and good prices.

swick Polp & Paper to Georgia-Pacific. In the 1987 third quarter, Mead took a gain of \$42.8m or 68 cents a share from the sale of a group of mills.

ber quarter, down from \$118m, on sales of \$2.41bn. Part of the decline in net income was caused by higher interest costs to finance a buy-back of shares, so that actual per share earnings rose from \$1.10 to \$1.19.

Earnings stagnant at First Boston

By James Buchan in New York

FIRST BOSTON, the Wall Street securities firm which is going private in a merger with its European affiliate, Credit Suisse First Boston, reported stagnant earnings in the September quarter because of a decline in revenues from its investment banking business.

Tyson Foods launches bid for Holly Farms

By Robert Vincent in New York

TYSON FOODS, the leading US producer of poultry products, has launched an unsolicited bid for Holly Farms, the nation's third-largest poultry producer.

TYSON FOODS, the leading US producer of poultry products, has launched an unsolicited bid for Holly Farms, the nation's third-largest poultry producer.

merely saying that the bid would be considered. Holly Farms' profits were hit in the last fiscal year as over-production depressed poultry prices.

Demand helps SCA lift income by 45%

By Sara Webb in Stockholm

SCA, a leading Swedish forestry group, showed a 45 per cent increase in profits in the first eight months due to strong demand for forest and paper products and high pulp prices.

Higher costs hit Whirlpool

By Our New York Staff

WHIRLPOOL, the US domestic appliance manufacturer which has become a world leader in its industry, yesterday reported a decline in profits for the third quarter.

Whirlpool blamed the downturn on higher material costs, which could not be recovered by increased prices, and said it had been hit by weaker results from the company's kitchen cabinet business.

for the nine months, earnings dropped to \$1.53 from \$1.94. The company pointed out that it had changed its accounting procedures for 1987, which lifted the nine-month earnings for that year by \$10.8m to \$151.5m.

France takes stake in pay TV

By George Graham in Paris

CAISSE DES DEPOTS, the French Government financial institution, has taken a 5 per cent stake in Canal Plus, the French pay television channel, in the latest restructuring in the country's broadcasting sector.

Macmillan reports fall in profits after shake-up

By Anatole Kaletsky in New York

MACMILLAN, the large US publishing house which the management is trying to acquire through a leveraged buy-out in competition with a takeover bid from Britain's Maxwell Communications, announced a fall in operating profits and a loss at the net level in the third quarter.

Macmillan lost \$1.1m or 3 cents a share after tax in the third quarter compared with a profit of \$83.2m or \$1.52 a year earlier. The loss came after special expenses of \$28.7m connected with financial restruct-

ing proposals and the tender offer to shareholders in the past few months. The quarter's results also suffered from a \$28.4m charge for the disposal of inventory resulting from Macmillan's decision to close Scribner-Laidlaw, one of its elementary school textbook businesses.

Operating profit at SCA's forest and paper products division increased by 45 per cent to SKR1.123bn.

Fiat in talks with Japanese car maker

By Kevin Done, Motor Industry Correspondent

FIAT, the Italian automotive concern, is negotiating the purchase of automatic transmissions for compact cars from Fuji Heavy Industries of Japan, the maker of Subaru cars.

The company said yesterday that negotiations had not yet been completed, but it confirmed that it was planning to increase the range of automatic transmissions offered in its small and medium cars, although it refused to specify which model would use the Fuji ECVT.

Whirlpool is to consolidate the results of the joint venture created by the agreement.

Motorola shows strong growth in main activities

By Our New York Staff

MOTOROLA, the US electronics and communications group, lifted third quarter net earnings from \$70m to \$87m after a strong performance from its two largest businesses, communications and semiconductors.

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INTERNATIONAL COMPANIES AND FINANCE

Wellington looks again at BA bid for Air NZ

By Michael Donne in London and Dai Hayward in Wellington

THE NEW Zealand Government is taking a fresh look at British Airways' bid for a 25 per cent stake in state-owned Air New Zealand, amid reports that plans for a deal with Qantas, the Australian airline, are running into problems.

At the same time, it was revealed yesterday that Scandinavian Airlines System, which recently arranged a 10 per cent stake in Trans Air of the US, was negotiating a partnership pact with Qantas to co-ordinate routes and timetables in the Far East.

Both moves are seen as reflecting a desire by Australasian airlines to strengthen their interests in other markets to meet increasing competition from the bigger US airlines through the 1990s.

A decision on Air NZ is expected to be made by the New Zealand cabinet next Monday.

Last month, after inviting tenders for a quarter share of Air New Zealand, the NZ Government said Qantas was the preferred bidder and that negotiations with the Australian state carrier were under way.

Although the Qantas officials negotiating on the bid say talks have been going smoothly, they admit they would like a bigger share of the New Zealand airline. Suggestions have ranged up to 60 per cent, part of which would be held by a group of New Zealand companies.

BA is also said locally to be talking to the Development Finance Corporation and other New Zealand financial institutions about mounting an improved bid through a consortium. In London BA declined to comment. It is understood that it has not made any improved offer, but neither has its original bid been rejected, and is still on the table for discussion at any time the Wellington Government likes.

Mr Bill Jefferies, associate Minister of State-Owned Enterprises who is leading the negotiations, denied yesterday the Government had requested a new bid from BA but added only that the negotiations must be "pure, commercial and proper."

Senior Air NZ executives prefer a link with BA, because it is not a direct competitor and could provide the New Zealand airline with strong links with destinations in the northern hemisphere.

An Air-NZ deal with Qantas has also been vigorously attacked in the New Zealand media and by Opposition MPs.

Mr Ian McLean, the Opposition MP concerned with state-owned enterprises, has linked government willingness to take another look at the BA offer with a proposed trade deal with the European Community under which the value of butter and lamb exports to Britain would be maintained, but with volumes cut, at the same time as New Zealand wanted to pull out of a joint Wellington-Cantabria frigate-building deal.

"The New Zealand Government now has to choose between offending the British and ridding the butter deal in Europe, or upsetting the Australians and damaging defence links," Mr McLean declared.

The SAS interest in the region stems from a desire to improve its position in the predicted "mega-carrier era" of the 1990s. SAS has a co-operation agreement with Thai International, which would also be involved in any discussions with Qantas.

Henderson Land profit passes HK\$1bn

By Michael Murray in Hong Kong

HENDERSON Land Development, the Hong Kong property group controlled by entrepreneur Mr Lee Shau Kee, yesterday reported net profits of just over HK\$1bn (US\$128.2m) for the year to June, an increase of 66 per cent.

Turnover rose to HK\$2.26bn from HK\$1.7bn. The results were in line with market expectations, with Henderson's profits from the sale of development properties benefiting from the buoyant state of the territory's property market.

A final dividend of 15 cents per share has been declared, bringing the total for the year to 24 cents against a previous 19 cents on an adjusted basis.

The Henderson group was recently restructured, by means of a series of substantial asset swaps between Henderson and its Wing Tai Development subsidiary. The restructuring leaves Henderson focused on property development activities while Wing Tai, which has been renamed Henderson Investment, will invest in property and listed companies.

Earnings surge at state companies

By Chris Sherwell in Sydney

COMMONWEALTH BANK and Telecom Australia, two of the country's biggest state entities, yesterday reported sharply improved profits for the year to June.

The bank announced an after-tax profit of A\$273.4m (US\$219.4m), up 38.6 per cent, and attributed the improvement to better margins. Extraordinary items added another A\$81.5m, making a total of A\$359.1m.

Telecom, which operates Australia's domestic telecommunications, reported a profit of A\$777m, but said the figure was inflated by A\$300m because of changed procedures for sales tax and customs duty accounting.

The results are of added interest this year because the Labor Government, after winning the mid-1987 election, suggested that these and other state sector groups such as Qantas and Australian Airlines might be privatised.

Subsequently Mr Bob Hawke, the Prime Minister, ruled out the privatisation of Telecom. But the future of Commonwealth Bank remains unsettled, and the possibility of a merger with one of the country's three big private banks has been openly canvassed.

Mr Don Sanders, Commonwealth Bank managing director, said it had been a year of "outstanding achievement" in which profit per employee had increased 43 per cent. The increased profits were made despite a A\$182m increase in charges for bad and doubtful debts, up 88 per cent.

In the case of Telecom Mr Robert Brack, chairman, attributed the performance to increased traffic and improved efficiency and productivity. The outcome will not prevent telephone charges rising later this year, but Telecom reaffirmed its commitment to keep the increase below that of the consumer price index.



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Conoco lifts stake in Heidrun

By Karen Fosall in Oslo

THIS WEEK'S Nkr770m (\$115m) purchase by Conoco Norway of the Norwegian oil and gas interests of Tenneco Norway is intended primarily to strengthen Conoco's current position in the Heidrun oilfield which it operates, said Mr Don Johnson, managing director of Conoco Norway, yesterday.

The deal is subject to approval by Norwegian authorities, and it is hoped that this will be given by the turn of the year.

Conoco Norway is the Norwegian subsidiary of Houston-based Conoco, which is in turn a subsidiary of Du Pont, the largest US chemical company. Tenneco Norway is part of Uthased Tenneco, which has this week been announcing the piecemeal sale of its oil and gas interests.

Increases its stake in the Heidrun field to 24.9 per cent, an increase of 6.6 per cent. With the deal also comes a new 9.8 per cent stake in the Smørbukk oil-gas-condensate field, operated by Statoil, Norway's state oil company.

Development of the Heidrun field is underway and Conoco last week said that it intends to deploy an early production system in the field until it can be fully developed for production by 1992.

The prospects for the Smørbukk field, however, are less bright because it is mainly a gas/gas-condensate field which will require a gas sales contract before development can be approved by Norwegian authorities.

The purchase brings to Conoco a total of 125m barrels of oil equivalents or additional stakes in 10 licences on

the Norwegian continental shelf.

Conoco has offered the Norwegian employees of Tenneco employment but a decision has not yet been reached about employing the expatriate staff of the company. In Norway Tenneco employs some 20 people.

The only other identified bidder for Tenneco's Norwegian interests was Elf Aquitaine Norway, the Norwegian subsidiary of Paris-based Elf Aquitaine.

Last month, Conoco agreed to pay Statoil Nkr300m for a 1 per cent stake in Statpipe, the 800km gas pipeline which connects into the Norpipe. This, in turn, supplies Norway's continental customers.

Conoco said that both deals were part of its strategy to strengthen its commitment and foothold in Norway.

Union Carbide to sell plant

By F.C. Murthy in Bombay

UNION CARBIDE India (UCI) is to sell its chemicals and plastics processing plant in Bombay to Oswal Agro Mills, an offshoot of the country's rapidly growing Oswal group, for some Rs650m (\$45.2m).

This is double what UCI had agreed four years ago to sell the plant to the local Reliance Industries. That deal fell through after the disaster at Union Carbide's Bhopal plant in which more than 2,000 people died.

Gold Fields Namibia lifts output in third quarter

By Jim Jones in Johannesburg

GOLD FIELDS Namibia (GFN), the Namibian mining and exploration company due to be listed next week on the Johannesburg SE, has reported pre-tax profits of R49.3m (\$19.5m) for the nine months to September, on turnover of R239m.

Last week's pre-listing statement estimated a full-year pre-tax profit of R26m on turnover of R544m. Yesterday the company said it believed these forecasts would be achieved.

For the third quarter, GFN - which is 79.7 per cent owned by Gold Fields of South Africa, itself an affiliate of the UK's Consolidated Gold Fields - showed increased metal production. The company milled 540,000 tonnes of ore and produced 11,571 tonnes of copper in concentrates, 4,768 tonnes of lead and 20 tonnes of silver, both in concentrates.

Powertech leaps to R27m

By Jim Jones in Johannesburg

POWER TECHNOLOGIES (Powertech), the South African electrical manufacturer, lifted sales and profits by well over a third in the six months to August and says its order book is the highest ever.

Turnover increased to R269m (\$171m) from R202m and pre-tax profit was R26.9m against R18.1m. Earlier this year Powertech merged its Asea division with Brown Boveri's light elec-

trical division. The move, initiated separately from the merger of the Swiss and Swedish parents, was prompted by the belief that corporate size will be important in winning contracts for the electrification of black townships.

The company has also lifted its interest in Aberdeen, a cable manufacturer, to 54.5 per cent from 44.5 per cent.

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INTERNATIONAL COMPANIES AND FINANCE

Asko DM870m rights to finance further expansion

By Haig Simonian in Frankfurt

ASKO, the fast-growing West German discount stores group, is launching a DM870m (5470m) rights issue to finance further expansion...

Bergen Bank loss 'to rise'

By Karen Fossett in Oslo

BERGEN BANK, one of Norway's top three banks, announced yesterday that its current estimate for identified losses on loans and guarantees for 1988 would reach Nkr1.0m (161m)...

Esselte names chief executive

By Sara Webb in Stockholm

MR HANS LARSSON, the 46-year-old chief executive officer of Swedish Match, has been appointed managing director and chief executive of Esselte...

Procordia jumps by 49%

By our Stockholm staff

PROCORDIA, the Swedish state-controlled holding company, has reported a 49 per cent jump in its eight-month profits...

Fermenta returns to the black

By Robert Taylor in Stockholm

FERMENTA, the Swedish antibiotics and chemicals group, reported a profit after financial items of SKr108m (\$16.1m) for the first eight months of the year...

KOP earnings stagnate

By Olli Virtanen in Helsinki

KANSALLIS-OSAKE-PANKKI, the Finnish commercial banking group, saw its profit before appropriations and taxes stagnate at FM488m (\$10m) during the first eight months of 1988...

PEARSON plc through its wholly owned subsidiary CAMCO, INCORPORATED has acquired the REDA PUMP AND OILWELL CABLE DIVISIONS of TRW Inc. The undersigned acted as financial advisor to Pearson plc. SIMMONS & COMPANY INTERNATIONAL Houston

Pearson plc through its wholly-owned subsidiary Camco, Incorporated has acquired the Reda Pump and Oilwell Cable Divisions of TRW Inc. The undersigned acted as financial advisor to Pearson plc in this transaction. LAZARD FRÈRES & Co. October 12, 1988

Table with columns: High, Low, Company, Price, Change, Gross div (\$), Yield, % P/E. Includes companies like Anglo, BHP, and others.

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SCOTLAND The Financial Times proposes to publish this survey on Friday December 9th 1988

Weekly net asset value Lawson's Capital Holdings NV on was US 266.73 Listed on the Amsterdam Stock Exchange

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FOKUS Bank A/S (Incorporated in the Kingdom of Norway with limited liability) U.S. \$30,000,000 Floating Rate Subordinated Notes due 1997.

Citicorp Banking Corporation U.S. \$250,000,000 Guaranteed Floating Rate Subordinated Capital Notes Due July 10, 1997

CANON INC. Advice has been received from Tokyo that the Japanese Government has decided to purchase 200,000,000 shares of Canon Inc.

The Council of Europe Investment Fund Interest Rate: 5 1/4% per annum from Oct. 12, 1988 to April 12, 1989

THE MORTGAGE BANK AND FINANCIAL ADMINISTRATION AGENCY OF THE KINGDOM OF DENMARK £50,000,000 Guaranteed Floating Rate Notes Due 1998

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Weekly net asset value Tokyo Pacific Holdings (Seaboard) NV on was US 155.23

INTERNATIONAL COMPANIES AND FINANCE

De Benedetti raises stake in Milan bank

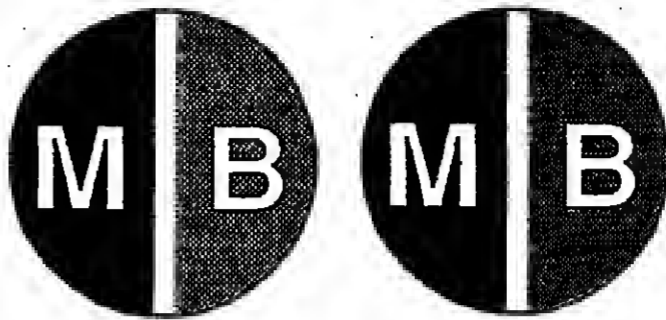
By Alan Friedman in Milan
 MR CARLO De Benedetti agreed last night to pay 125.5bn (16m) to buy a 10 per cent stake in Euromobiliare, the Milan merchant bank, thereby strengthening his position. The stake was sold by Mr Francesco Micheli, a maverick Milanese financier who bought the Euromobiliare holding last summer in the hope of merging his own investment bank, Staluppo, with the more established Euromobiliare. The sale, which raises Mr De Benedetti's holding in Euromobiliare from 14 per cent (held partly through his CIR group and partly through the Paris-based Damsel Leblis) to 24 per cent, brings to an end an episode that has involved not only Messrs De Benedetti and Micheli, but also other leading Euromobiliare shareholders such as Baul Gardini of the Ferruzzi group and Silvio Berlusconi, the television magnate. Mr Micheli bought his 10 per cent stake last summer and then suggested a merger. Mr De Benedetti, according to those involved in the talks, was willing to consider a deal with Mr Micheli, but Mr Gardini, who owns 12.7 per cent of the bank, had serious reservations. Mr Berlusconi (who owns 5.5 per cent of Euromobiliare) after initial enthusiasm for the merger, decided to stay on the sidelines when it appeared that the deal was raising hiccups. After a flood of rumours in the Italian financial world, Mr De Benedetti last night agreed to buy out Mr Micheli, who now makes a 25 per cent profit on his investment. The merger of Euromobiliare and Staluppo, meanwhile, looks highly unlikely.

London eases rules on foreign listings

By Richard Waters in London
 The London Stock Exchange has relaxed its rules for foreign companies seeking a listing in London. They will need to publish only three years of trading figures, rather than the five years previously required of them and still demanded of UK companies. To take advantage of this concession, though, they must have been listed on a leading overseas exchange for two years and have at least £150m (£250m) worth of shares in public hands. They must also confirm that a full five years' information would not give a reader a materially different view of the company, though this assurance need not be audited. The concession is meant to reinforce the attractiveness of the London exchange to foreign corporations. More than 500 overseas companies are listed in London, compared with the 202 in Paris at the start of this year. Frankfurt by comparison had 206, Amsterdam 227 and Brussels 145. The three-year rule is common on other exchanges, including New York and Tokyo.

Elders Investments states 5% holding in MB Group

By Maggie Urry in London
 ELDERS Investments, an offshoot of Elders LXL, the Australian conglomerate best known for its Fosters lager, revealed last night that it holds a 5.1 per cent stake in MB Group, the UK packaging company formerly called Metal Box. Elders' has 17.15m MB shares worth £46.10m (\$79.30m).



MB had earlier said that investigations into its share register had revealed the names of three unknown shareholders together holding 11.6m shares, 2.5 per cent of the group's total capital. Through companies, two based in the British Virgin Islands and one in the Turks and Caicos Islands. After that announcement, Mr Andrew Cummins of Elders Investments telephoned Mr Brian Smith, chairman of MB, to say that it was behind the three companies and had further shares, some acquired in the last few days, taking its holding to just over 5 per cent. Heavy trading in the shares and speculation of a possible bid for MB has pushed its shares up from 205p at the beginning of September to close in London yesterday at 280 1/2p, up 6 1/2p on the day. The announcement of Elders' interest came after the market closed. BTR, the acquisitive

Industrial group, had been rumoured as a likely bidder. Mr Cummins, who is chief executive of Elders Investments and group director responsible for strategy at Elders LXL, said last night that he had told Mr Smith he was pleased with his investment. However, he declined to say whether Elders would make a bid for MB, increase its stake, hold or sell the shares. Courage, Elders' UK brewing business, is a customer of MB, which is a major UK supplier of drinks cans. Earlier Mr Smith had stated that the buyers, then-unknown, "recognise that our clearly defined strategy and prospects for growth have been undervalued by the stock market." MB has had a difficult time during the 1980s as it has

restructured the business, a process involving massive redundancies. In that period, sales and profits, the latter held back by rationalisation costs, have appeared to stagnate. However, analysts believe that the quality of earnings has improved. At the same time the group had invested heavily in new packaging technologies and has expanded its overseas interests. Elders Investments, which is based in Hong Kong, has a capital base of \$550m, much of which is currently in cash. It also holds a one-third stake in a property company, a 49 per cent stake in a US fruit juice business, a small holding in Amheuser Busch, the US brewing group, and "a couple of other major investments," Mr Cummins said.

ENERGY EFFICIENCY

The Financial Times proposes to publish this survey on:
3rd November 1988

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Amax reduces interests in primary aluminium

By Kenneth Gooding, Mining Correspondent
 AMAX, the US natural resources group, has sold a 25 per cent interest in two primary aluminium reduction plants to a Japanese consortium for \$310m. The acquisition gives the Japanese 106,000 tonnes of capacity. The consortium is led by the Mitsui trading group and includes Toyota Ssang and Yoshida Kogyo (YKK). The plants are the Intalco facility in Ferndale, Washington, and the Estalco plant at Frederick, Maryland. It was pointed out the move was in line with Amax's policy of operating its primary aluminium plants as joint projects with other companies. Before Pechiney pulled out of the US in 1983 the Intalco and Estalco facilities were jointly controlled. Mr Alan Born, Amax's chairman, said the sale did not reflect any reduction in the company's interest in primary aluminium but was part of a strategy to restructure its aluminium production capacity across a broad geographic base while maintaining its cost competitiveness. The proceeds from the sale would be used for new hydro-based primary aluminium capacity. For example, a third pitline for the jointly-owned Becancour smelter in Quebec, Canada, is under consideration. "We are also actively pursuing greenfield opportunities on hydro-powered systems," said Mr Born.

UK shoe group steps out

By Maggie Urry in London
 BRITISH Shoe Corporation, part of the Sears retail group and the largest shoe retailer in the UK, has launched a new chain of shoe shops called Cable & Co. Mr Andrew Leslie, managing director of BSC's fashion shoe business, is hoping that the new chain will capture 1 per cent of the £2bn (300m) shoe retail market. Initially 10 shops will be opened in the next six weeks, and if successful Mr Leslie expects to build a national chain of 100 or more stores. BSC is estimated to have had 22.8 per cent of the market in 1987, according to Verdict Research, a retail market research group.

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Mr. Mounsey, formerly Senior Vice President and General Manager, United Kingdom Operations, will be responsible for the executive management of The Manufacturers worldwide operating insurance divisions; Canada, the United States, the United Kingdom, the Pacific Asia and Reinsurance. He will take up residence in Toronto at the beginning of 1989.

Mr. Simons, formerly Senior Vice President and General Manager, United States Operations will be responsible for the executive management of The Manufacturers Insurance Operations, the International Investment Office and Western Trust and Savings in the United Kingdom.

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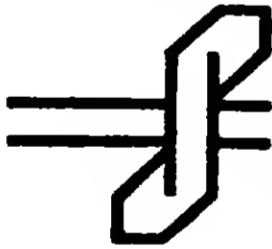
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October, 1988

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De Nationale Investeringsbank NV

De Nationale Investeringsbank N.V.

established at The Hague, The Netherlands.

Dfl 200,000,000 6% Notes 1988 due 1993

Issue price: 101%

Annual coupons 15th October

List of participating banks including Algemene Bank Nederland N.V., Bank Brussel Lambert N.V., BNP Capital Markets Limited, etc.

October 1988

Handwritten signature/initials

INTERNATIONAL CAPITAL MARKETS

Dealers succumb to nerves ahead of US trade report

By Dominique Jackson

THE FALL of the US dollar on the foreign exchanges and growing nerves about today's US trade report for August combined to subdue Eurobond market business yesterday.

favour of the Ecu itself, with European-based Japanese accounts reportedly eager buyers.

are considering the Ecu in a new light as a valid alternative to the dollar.

INTERNATIONAL BONDS

Risk demand for the EIB deal was also seen from Swiss accounts from which the paper will probably find its way to the retail investors, who have always favoured the composite currency.

Fletcher Challenge, the forestry-based group which is New Zealand's largest company, issued the first of its convertible bonds issued for some time, a \$20m, 10-year issue on which the coupon is indicated at 8 per cent and the conversion premium between 12 and 15 per cent.

NEW INTERNATIONAL BOND ISSUES

Table with columns: Issuer, Amount m, Coupon %, Price, Maturity, Price, Week return. Includes entries for Canadian Dollars, Ecu, US Dollars, D-MARK, and Swiss Francs.

FT INTERNATIONAL BOND SERVICE

Table listing various international bonds with columns for Issuer, Amount, Coupon, Price, Maturity, Price, and Week return. Includes entries for US Dollar, Swiss Franc, and other international currencies.

Australian bank bond issue sets precedents

By Chris Sherwell in Sydney

THE National Australia Bank, one of the country's Big Four trading banks, yesterday set two notable precedents when it raised A\$900m (\$341.9m) through the issue of 10-year subordinated bonds on the domestic market.

It was the country's first issue of 10-year stock - the longest-dated on the Australian market - by a non-government institution. It was also the first issue of term subordinated debt to qualify under the Reserve Bank's capital adequacy guidelines released in August.

Yesterday's announcement followed NAB's separate US\$500m issue of 10-year Yankee bonds on the US market 15 days ago. It also comes in the wake of last month's sale of all its remaining loans to debt-scheduling countries.

The issue was priced at 13.25 per cent, 35 basis points over New South Wales Treasury Corporation benchmark stock. As a result of investor interest, it was increased to A\$900m from the originally intended A\$850m.

Mr John Ashbury, NAB's general manager of public affairs, described the offer as a benchmark for future issues, and said there was investor demand for prime quality, long-term corporate debt.

Australia has seen strong growth in its domestic corporate bond market over recent months, and especially over the past few weeks. The main reason is the federal government's announcement in its August budget of a fiscal surplus and a new public sector borrowing requirement in the current financial year.

The Reserve Bank's new capital adequacy rules, which give limited recognition to term subordinated debt, are another reason. In NAB's case, the bank's total capital resources now exceed the 5 per cent of risk-weighted assets required by the Reserve Bank.

Last month, ANZ Bank, another of the Big Four, announced a A\$500m issue of 10-year, transferable certificate of deposit. This was too short-dated to qualify under the Reserve Bank's rules, but was another boost for the fledgling domestic bond market.

Yesterday's issue by NAB was led by First Boston Australia and National Australia. The co-management group consisted of Dominique Barry Samuel, Hastings, Bohn & Co and Chase AMP Acceptances.

ADB to assess Asian markets

A REGIONAL study of Asian securities markets is to be carried out soon in eight developing countries; the Asian Development Bank (ADB) said yesterday, AP-DJ reports.

The study, funded by an ADB technical assistance grant of roughly \$97,000 (\$22,800 in US dollars), will assess the structure, operations and prospects of securities market institutions in ADB developing member countries.

The selected countries are Malaysia, India, Indonesia, South Korea, Pakistan, the Philippines, Sri Lanka and Thailand.

The study is expected to take 18 months. It will assess the securities markets in the countries concerned in terms of their objectives, policies, practices, capabilities, management, staff and operational and financial conditions.

Philadelphia fixes date for longer trade

By Our Euromarkets Staff

THE Philadelphia Stock Exchange has announced it is to begin its extended morning trading session on January 20 next year.

Under the new extended hours, first announced last July, the exchange's currency options markets will open at 4.50am local time. Trading will last a total of 14 hours - in a day spanning 18 1/2 hours - in an attempt to cater to investors throughout the European time zones.

French to securitise banking credits

FRENCH BANK credit securitisation is likely to start early next year, French government officials said yesterday, Reuters reports.

At a news briefing, they said the project, which envisages changing the law applying to mutual funds, would shortly be brought before parliament for debate. The project was yesterday approved in principle by the French cabinet.

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INTERNATIONAL CAPITAL MARKETS

Setback for dollar puts US bond prices in a spin

By Janet Bush in New York and Stephen Fidler in London

US TREASURY bonds fell sharply yesterday in response to a plunge in the dollar, particularly against the yen, and nerves about today's release of US trade figures for August. Market sentiment was also hit by doubts about the impact of next month's quarterly refunding auction. The chances for the sale of a long bond at the auction have improved recently. At the New York midsession, long-dates maturities were quoted as much as 1/2 point lower. The yield on the Treasury's benchmark long bond rose to 8.92 per cent. The main factor depressing bonds was a fall in the dollar to below 130 on apparent nervousness about whether the US remains committed to supporting the US currency at around current levels. At New York's midsession, the dollar was quoted at its session lows of 129.55.

In Tokyo, currency dealers speculated that the US may allow the dollar to slide again after its rally this year because of concern about the singleness of the dollar in cutting the trade deficit. Rumors surfaced that the August deficit due today could be as much as \$12bn, compared with \$9.5bn in July. Another negative influence was news that the Senate had passed a major tax corrections bill late on Tuesday night which would give the Treasury unlimited authority to issue long bonds. The bill still has to go to a conference between the Senate and the House but the

GOVERNMENT BONDS

The current account was \$9.5bn in the red. A certain amount uncertainty has also crept in ahead of the raft of indicators due out on Friday. Led by the September producer price index, these could potentially provide a number of shocks about the underlying rate of inflation.

WHILE most European bond markets wavered over the mixed signals being sent by a weak US dollar and a sharply lower US bond market, Japanese bonds moved convincingly ahead. The dollar's weakness was the main market factor: the dollar dropped through 130 for the first time since June and the Bank of Japan was not detected to be intervening in a convincing enough fashion to stem the fall. Most of the action took place during the Tokyo day as dollar slippage was encouraged by remarks from Mr Satoshi Sum-

Paris SE considers charge for listings

By George Graham in Paris

IN AN attempt to reorganise its operating budget, France's Stock Exchange is considering the introduction of charges for companies wishing to list their shares on the market. Mr Gerard de la Martinière, who took over as chief executive of the Paris bourse in June in the wake of heavy trading losses on the exchange's own reserve funds, said the market had to reconsider how it would cover its operating costs. These are currently met entirely by a levy on broking firms, linked to turnover. He said the exchange would have to revise downwards its operating budget. It must also start to market its financial information. "We do not sell enough, and we do not sell it clearly enough," he said. But Mr de la Martinière stressed the exchange had to reconsider the fact that companies issuing securities paid nothing towards the costs of the Paris exchange.

The exchange has no listing charges, although companies must pay to have their share prices quoted in French daily newspapers - and many companies complain of a "rocket" over financial advertising. Even brokers sponsoring the introduction of a company have only recently begun to charge directly for the service, receiving instead commission on the shares introduced. One senior Paris broker said: "The French love getting their services free."

On the London Stock Exchange, in contrast, a company with a market capitalisation of say \$2bn (\$3.4bn) on its introduction would have to pay an initial fee to the exchange of £71,420, with an annual charge for its listing of £18,640 thereafter. The fees are halved for foreign companies. Mr de la Martinière said the level of operating costs would be an essential point in the competition between different financial markets. He added that, at the moment, Paris' costs appeared to be near the average.

Issue tests for Canadian bonds

Ted Jackson reports on Ottawa's switch to the auction system

The auction or not to auction? The question has been under assessment by those responsible for the Canadian Government's bond distribution system for the past five years. Since auctioning a two-year bond in September 1983, the Department of Finance has gradually increased to about 60 per cent the proportion of government debt which is distributed by the method. The innovation has been so successful that observers have begun to wonder why Ottawa doesn't auction all its bonds. The alternative is the traditional allotment approach, whereby a proportion of the issue is allotted to each of more than 50 primary distributors.



Brian Mulroney, commanding lead over rivals

smaller securities firms with no allocation under the present system to individual traders in some of the larger dealing firms. To become a primary distributor, dealers have to undergo a two- to three-month initial reporting process. A number of American and Japanese firms are currently believed to be doing just this. Certainly, the allotment system constitutes an invaluable cash generator for primary distributors at a time when stock market margins generally are under pressure. More than half of the 70 member firms on the Toronto Stock Exchange lost money in the first six months of this year, with overall second-quarter profits plunging to C\$8.6m (US\$6m) from C\$87m in the corresponding 1987 period.

With the Government deeply in deficit, the flow of new state bonds remains substantial. And despite far greater volumes, commission rates are essentially the same as they were 20 years ago. For a larger dealer allotted the maximum 12 per cent share of government issues, commission earnings from distributing federal bonds in 1987 would have been between C\$5m and C\$7m. Supporters of the allotment system feel a complete switch to auctions is impractical because of the relatively small size and illiquidity of the Canadian bond market. They say allotment is needed to encourage firms to improve market liquidity by committing capital to the bond trading business. Mr Vaughan O'Regan, securities department chief at the Bank of Canada - the Department of Finance's fiscal agent - says that the desire to keep future allotments high acts as an incentive to dealers to maintain their auction bids at competitive levels. "If we go to all auction, the market could adjust their bids downwards to include commission," he argues. Another reason for maintaining a distribution syndicate, Mr O'Regan feels, is to ensure that a broad distribution of bonds is consistently achieved. "Some of the smaller regional firms might not have the resources to put in winning bids if we went to an all auction system," he says. None the less, Mr O'Regan does not rule out the possibility that Ottawa may end up auctioning all its bonds. "It is conceivable that Canada will

one day go over to an all auction system." As for recent trading trends, the Canadian bonds have benefited substantially from the Canadian dollar's 9 per cent advance this year. Foreigners have been flocking in and, if current trends continue, the market is set to attract more than C\$15bn in foreign funds this year. That would be the second best performance of the decade, being surpassed only by 1985's record C\$22bn in foreign investment. So far this year, about US\$6bn in global bond funds have been floated in the US, with Canada receiving more than its fair share of this cash source. Mr Jamie Kiernan, president of Goldman Sachs Canada, said yesterday: "Managers of these funds have been investing primarily in the high-yielding currency and they have bought Canada pretty aggressively." According to Salomon Brothers, the Canadian government bond market has been the second-best performing debt market in the world this year - after Australian bonds - garnering a total return of more than 15 per cent in US dollars. The recent call by Mr Brian Mulroney, Prime Minister, for a November 21 election and his dramatic turnaround in the public opinion polls has kindled a strong rally in the Canadian dollar. An opinion poll on Tuesday gave Mr Mulroney and his Progressive Conservatives a commanding lead over the two rival opposition parties, the Liberals and the New Democrats.

Adviser named in HK bank sale

By John Elliott in Hong Kong

MORGAN Grenfell was yesterday appointed by the Hong Kong Government as its financial adviser to assist in the sale of the Hang Lung Bank, which the Government has owned since the bank collapsed in 1983. About 12 banks, mostly from outside the colony, are believed to have expressed (in the past) an interest in buying the bank. Morgan Grenfell said that, at the moment, potential bidders will be approached by Morgan Grenfell when it has prepared a

Bank of Tokyo to expand units

By Our Financial Staff

MEMORANDUM of information. Morgan Grenfell was chosen from about 10 applicants. The Hang Lung, one of the colony's smaller banks with net assets totalling HK\$350m (US\$44.8m), has more than 25 branches in Hong Kong. These are likely to attract bidders as it is impossible now to obtain a multi-branch licence from the Government. In August the bank announced a small profit of HK\$1.4m for the year to last March. Earlier, a significant stumbling block to a share sale was removed when a HK\$42m claim against the bank was dropped by liquidators of Dollar Credit and Financing, once closely associated with the Hang Lung. The sale is unlikely to be completed until early next year. It will leave only one regional bank in government hands - the Overseas-Chinese Bank, which is unlikely to be put on the market for some time.

THE BANK of Tokyo will boost the capital of its securities subsidiaries in New York and London to enable an expansion of overseas brokerage operations, a bank official said yesterday. BOT Securities, the US unit, will triple its capital to \$30m and hire more staff to expand Treasury bond dealing operations. Bank of Tokyo Capital Markets, the bank's UK arm, will double its capital and hire traders to promote multi-currency bond trading.

BENCHMARK GOVERNMENT BONDS table with columns for Country, Coupon, Red Date, Price, Change, Yield, Week ago, Month ago.

THE West German market recovered early small losses to finish the day nearly unchanged, basically unperturbed by the London market. The Bundesbank effected a new repurchase agreement to replace funds being drained from the market by the maturity of a repurchase pact. The Bundesbank only added DM16bn, with nearly \$18.5bn draining from the market. Although this was less than expected, it had little effect on market prices since domestic liquidity appears to be adequate.

LONDON MARKET STATISTICS

RISES AND FALLS YESTERDAY table showing British Funds, Corporations, Dominion and Foreign Bonds, etc.

LONDON RECENT ISSUES

EQUITIES table listing various stocks like Anglo Irish, Anglo Saxon, Anglo Overseas, etc.

FIXED INTEREST STOCKS

Table listing fixed interest stocks with columns for Issue Price, Annual Rate, Maturity, etc.

RIGHTS OFFERS

Table listing rights offers for various companies like Anglo Saxon, Anglo Overseas, etc.

TRADITIONAL OPTIONS

- List of traditional options: First Dealings July 25, Last Dealings August 5, Last Declarations Oct 27, etc.

LONDON TRADED OPTIONS

Large table of LONDON TRADED OPTIONS with columns for Option, Calls, Puts, and various dates.

FT-ACTUARIES SHARE INDICES

These indices are the joint compilation of the Financial Times, the Institute of Actuaries and the Faculty of Actuaries

Table of FT-ACTUARIES SHARE INDICES for Wednesday October 12 1988, listing various equity groups.

FIXED INTEREST

Table of FIXED INTEREST rates for various maturities and types of bonds.

UK COMPANY NEWS

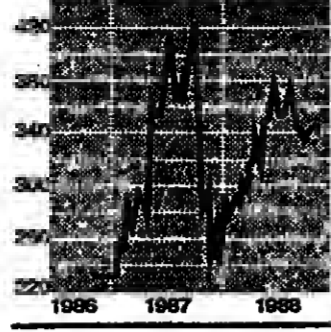
Leasing side boosts Avis Europe

By Andrew Hill

THE EXPANSION of its leasing activities in the second half of 1987 helped boost profits at Avis Europe, car leasing and rental group, from a revised £29.5m to £35m before tax in the half-year to August 31. Leasing profits rose 40 per cent from £5.25m to £7.34m. Revenue more than trebled to £70.4m (£23.1m), with the lower margins attributed to continuing integration of new acquisitions. Since February, Avis's owned and managed fleet of vehicles has risen from 79,000 to 87,000, of which 50,000 are in the UK. The company's long-term plan is for leasing and rental business to generate an equal proportion of group profits. Mr Alan Cathcart, chairman, said yesterday: "Our mission now is to dominate the full service leasing market in Europe, achieving the same position we have in car rental. I think we can continue to grow our leasing business very dramatically over the next five years."

Avis Europe

Share price (pence)



Group turnover was up 29 per cent to £307m (£233m) and earnings per share advanced from 13.1p to 13.5p. The group declared an interim dividend of 4p (3.5p). COMMENT The quality of Avis's business

and the inexorable spread of its valuable brand-name cannot be denied. The group opened 65 new outlets during the period, and the promised expansion of the leasing business will provide increased stability through longer term corporate contracts. There are also plans for further extension of Cell-rent, the cellular telephone rental arm, which would add value to core rental and leasing operations as well as generating business in its own right. Despite these positive signs, Avis Europe's shares look expensive. Yesterday they fell 8p to 338p, but forecast profits of £88m before tax in the full year still put them on a prospective multiple approaching 13, a premium to agencies (the sector where the group is listed), motor groups, competitors like T Cowie, and - stretching a point - British Airways, which also relies on recurring commercial custom.

Suitors up stakes at Travis & Arnold

By Philip Coggan

THE BATTLE for control of builders' merchant Travis & Arnold remained unresolved after the rival bidding parties both announced increased stakes yesterday. Sandell Perkins, which has the agreement of the Travis board for its all-share offer, announced that at the first closing date it had received total acceptance of 49.3 per cent, and valid acceptance of 47.6 per cent, of the Travis equity. However, Meyer International said that it had acquired further 5.7 per cent of Travis increasing its stake to 35.4 per cent. Meyer has made a 65p per share cash offer, with a convertible preference share alternative. The twin announcements coincided with a sharp fall in Travis's share price to 486p, down 68p. Sandell's shares rose 4p to 265p, valuing its offer for five offer at 44p, including a special dividend of 16p. Meyer's shares fell 4p to 66p. Meyer's offer has its first closing date on Saturday and it issued a statement yesterday urging those who accepted the Sandell offer to withdraw their acceptance. It received approval for its offer at a special extraordinary general meeting yesterday and Mr Oscar de Ville, chairman, said that the group would continue to buy Travis shares. Mr Tim Perkins, Sandell Perkins chairman, said that "to have gained acceptance in excess of 48 per cent by the first closing date is an achievement which clearly vindicates the board of Travis & Arnold." However, Meyer pointed out that directors, families and associates committed 39.3 per cent of the Sandell acceptance. Analysts said that the odds still favoured a Sandell victory.

Rush & Tompkins shares rise as Higgs & Hill reveals stake

By Nikki Tait

SHARES IN Rush & Tompkins, property developer and contractor, jumped 24p to 287p yesterday on news that Higgs & Hill, building and property group, has acquired a 14.9 per cent stake. The shares had already gained on Tuesday, on news that OVS Investment, the Australian company controlled by Mr Dick Pratt, had sold a 9.9 per cent stake. Yesterday's announcement from Higgs & Hill confirmed that it had picked up this interest - which leaves OVS holding a remaining 2.39 per cent - but the company was unable to say where the remaining shares had come from. Higgs & Hill said it viewed the purchase "as a good opportunity to invest in an established company operating in similar property and construction markets". It added that it had "no present intention" of making a full bid for Rush & Tompkins. The two companies have made initial telephone contact since the announcement, but beyond noting the contents of Higgs & Hill's statement, Rush said it had little to add. Family shareholders speak for just under one-fifth of the equity, and Govett Strategic Investment Trust, last had a declared shareholding of about 15 per cent.

The suit, which also names Mincoro's two major South African shareholders, Anglo American Corporation and De Beers, charges that Mincoro's bid violates Federal securities and anti-trust laws. Mincoro said it was reviewing the complaint. "But we are confident it is a cosmetic one." Meanwhile, Mincoro has been buying Gold Fields shares in the market where they have been languishing below the bid price. Mincoro could hit its stake in Gold Fields from 24.5 per cent to 29.99 per cent under the terms of the Takeover Code.

Gold Fields calls for speedy decision on bid reference

By Kenneth Gooding, Mining Correspondent

MR RUDOLPH Agnew, chairman of Consolidated Gold Fields, yesterday urged the UK government to reach a speedy decision on whether the hostile £2.5bn bid from Mincoro, South African controlled investment company, should be referred to the Monopolies Commission. "Time is of the essence," he declared. "There is no point in looking at the issues after the event. The real pressure on us now is whether the authorities will do the right thing in the right time." Mr Agnew acknowledged that the timing of the bid, when the UK Parliament was in recess and the party conference season in full flood, had not helped Gold Fields' cause. However, he suggested that the company had established since the bid was made three weeks ago three major areas of concern: the possible lack of information that the offer was to be made; that South African control might be damaging to Gold Fields' subsidiaries; and that the absorption of Gold Fields by Mincoro would weaken competition in the gold market. "Knowledgeable people are listening to our arguments," said Mr Agnew. "These are serious issues and we have established them as such." Meanwhile, Mincoro yesterday said it believed the allegations contained in the bid filed by Gold Fields and Newmont Mining in New York late on Tuesday to be "totally without merit."

The suit, which also names Mincoro's two major South African shareholders, Anglo American Corporation and De Beers, charges that Mincoro's bid violates Federal securities and anti-trust laws. Mincoro said it was reviewing the complaint. "But we are confident it is a cosmetic one." Meanwhile, Mincoro has been buying Gold Fields shares in the market where they have been languishing below the bid price. Mincoro could hit its stake in Gold Fields from 24.5 per cent to 29.99 per cent under the terms of the Takeover Code.

Weak mortgage market hits Abbey Life

By Nick Bunker

ABBEY LIFE, the UK's second largest unit-linked life insurer, has seen sales growth slacken since the summer, because the slow-down in the housing market has held back mortgage-related new life business. In addition unit trust sales have remained very low. However Mr Michael Hepher, chairman, said yesterday that the group was still confident about its prospects and was raising its interim dividend 20 per cent to 3.5p. The shares weakened 10p to close at 295.5p, against a background of investor anxiety about the impact on the whole ground of weak mortgage-related sales and inland Revenue plans to raise its tax take from the industry. Abbey's new annual premium business grew 34 per cent to £57.2m in the six months to June 30, driven by strong sales of pensions, Mortgage Master life policies and Living Assurance. Single premium new business fell more than 40 per cent to £57.5m in the same period, reflecting the negative effect of last October's stock market crash on demand for equity-linked lump-sum investments. Mr David Baggaley, finance director, said yesterday that Abbey was expecting "reasonable growth in the second half. As the mortgage market weakened, Abbey was redirecting its sales associates to focus on pensions, Living Assurance and CoverMaster."

Speculative hysteria, inspired by rumour that a European bid for Abbey was imminent, drove the group's share price above 340p in midsummer. Now the market appears to be moving to the opposite extreme, marking the shares down on hardly surprising news of slackening new business growth. Investors' current difficulty in appraising life shares is that so many imponderables have gathered about the sector. Fears that the Revenue could be looking for an extra £3bn in tax may be overdone, but life assurance taxation is so arcane that the stock market can hardly reach an informed view by itself about the potential impact of the Revenue's proposals. And, as yet, it is unclear whether the industry's sales of new-style personal pensions will make up for a downturn in mortgage-related new business. With lack, some hard data on both subjects may emerge from Legal & General's third-quarter new business figures, expected today, and from the Association of British Insurers' soon-to-be-published document responding to the Revenue's life taxation discussion paper.

Aitken sells unit trust side

By Andrew Hill

AITKEN HUME, the financial services group currently undergoing painful restructuring, has sold its unit trust operations to Aberdeen Trust Holdings, a private fund management company, for £5m in cash. Aitken wants to concentrate on the development of its banking and portfolio management activities. The unit trust side, Sentinel Investment Man-

agement, had been up for sale since March. Mr Emmanuel Olymptis, chief executive, said Aitken expected to sell Sentinel Life, its life insurance subsidiary, by the end of the financial year to March 1989, at a price near to its appraisal value of £13.5m. The unit trust companies manage about £145m of assets, £56m of which belong to Sentinel Life and are managed under a 13-month contract. Buyers of the life company would have to give a further six months notice if they wished to recover the management of these assets from Aberdeen Trust. Yesterday's acquisition will increase Aberdeen Trust's funds under management from £155m to £300m.

London & Assoc

London & Associated Investment Trust, property and investment group, announced improved pre-tax profits of £387,000 in the six months to June 30 against £371,000 previously. An interim dividend of 0.15p (0.125p adjusted) is declared, payable from earnings per 10p share of 0.71p (0.7p). Revenue for the period was £713,900 (£669,000).

Pleasurama circular

Pleasurama has sent another circular urging shareholders to reject Mecca Leisure's offer.

Table with columns: Company, Current payment, Date of payment, Current payment (dividend), Total for year, Total last year. Lists companies like Abbey Life, Aitken, Avis Europe, etc.

Advertisement for Avis Europe plc. Includes the Avis logo, company name, and 'INTERIM RESULTS FOR THE HALF YEAR TO 31 AUGUST 1988' table. The table shows Revenue (307.3), Profit before taxation (35.0), Earnings per share (13.5p), and Dividend (4.0p) for the half year to 31 August 88, compared to 238.9, 29.5, 12.1p, and 3.8p for the half year to 31 August 87, and 486.5, 54.6, 22.6p, and 9.0p for the year to 29 February 88. A quote from Chairman Alan Cathcart follows: 'We will continue our corporate expansion through a programme of strong organic growth, strategic acquisition and through the provision of the best possible service to our customers. We have completed a very successful six months of trading and the Directors look forward to the full year's results with confidence.' The advertisement concludes with contact information for The Secretary, Avis Europe plc, Avis House, Station Road, Bracknell, Berkshire RG12 1JZ.

Large advertisement for Mezzanine Finance. Headline: 'IF YOU'RE INVOLVED IN LEVERAGED TRANSACTIONS, OUR MEZZANINE FINANCE EXPERIENCE COULD PROVE INVALUABLE'. Subtext: '3i HAS MORE IN-DEPTH knowledge of providing mezzanine finance than any other UK organisation. We've participated in transactions totalling nearly £1 billion. And invested over £110 million in recent deals through our City Office alone. What's more, there is no shortage of funds. Some of the mezzanine investments have been held wholly by 3i, others have been underwritten by 3i and then syndicated with other institutions.' Contact information: Alan Walker at 3i, 91 Waterloo Road, London SE1 8XP. Includes a small 3i logo.

UK COMPANY NEWS

Approach to troubled Vivat lifts share price

By Alice Rawthorn

VIVAT HOLDINGS, the troubled leisurewear group which is best known for Lee Cooper jeans, announced yesterday that it has received an approach which may lead to a takeover bid.

The company has been shrouded in bid speculation since August when two directors - Lord Marsh, the former chairman of British Rail who had become Vivat's non-executive chairman, and Mr Max de Boysson, the representative of the interests of Compagnie de Navigation Mixte, which holds 25 per cent of Vivat's equity - resigned after a boardroom row.

Mr de Boysson's departure raised a question mark over Vivat's relationship with Compagnie de Navigation Mixte. Pape, one of the most successful of the emerging UK leisurewear companies, has been mooted as a possible predator for Vivat, as have a number of French textile groups.

Berisford in disposal of Secondary Metals side

S & W BERISFORD, food, soft commodity, property and financial services group, is taking a further step in its objective of disposing of non-core activities.

The group is selling its Secondary Metals processing business, consisting of eight aluminium manufacturing and trading companies, simultaneously with a major element of its metal trading activities.

Castle Comms improves 43% to over £1m

A 43 per cent improvement in pre-tax profits was reported by Castle Communications, USM-quoted record and video company, for the year to June 30.

Pochin's growth

Pochin's lifted pre-tax profits from £1.42m to £1.78m, in the year to May 31 1988. Turnover rose to £28.57m (£26.68m), and after tax of £485,702 (£376,806), earnings per share increased to 124.28p (£9.85p).

On turnover ahead 50 per cent to £9.74m (£8.48m) the pre-tax result came out at £1.06m against £735,000 (nil) and higher interest charges of £132,000 (£50,000).

COMPANY NEWS IN BRIEF

- BAILLIE GIFFORD TECHNOLOGY, investment trust, made a pre-tax profit of £7,640, in the half-year to August 31, against a £21,782 deficit. The directors warned that because of the incidence of income receipts, a loss was expected for the year. Net asset value at the end of the period was 100.2p (102.2p) and diluted 100.1p (101.9p). Gross investment income was £122,291 (£101,342). Earnings 0.3p (0.22p) loss.

Britannia Security ahead 85% to £10m

By Clare Pearson

BRITANNIA SECURITY Group, acquisitive business services and alarm installation company, announced pre-tax profits 85 per cent higher at £10.04m in the year to end-June. Earnings per share moved ahead by just 5 per cent to 14.26p.

est charges reached £1.64m (£649,000). A proposed final dividend of 1.35p makes 2.25p (1.8p) for the year.

COMMENT

To the outsider, it may seem difficult to go far wrong in the business of storing documents. But Britannia has proved it can be done: an unfortunate development considering the aim of getting into data storage was to create a solid, cash-generative leg to the business.

Racal Telecom rating banks on robust growth Philip Coggan and Hugo Dixon on the £1.7bn sale

THE FLOTATION of Racal Telecom, the mobile communications subsidiary of Racal Electronics, is not only the largest new issue since last October's Crash, it is also one of the most remarkable offers-for-sale in many years.



Gerry Wheat: sees outstanding growth potential

Rarely can a flotation have been preceded by so much publicity and debate. And rarely can a new issue have been offered on a prospective p/e as high as 30.5 - about three times the market average.

Even last year, with the bull market at its peak, stocks like Sock Shop and The Rack were only offered on prospective p/e ratios in the twenties.

British Shoe makes £58m

INTEREST RECEIVED of £2.4m, as against £2.7m paid last time, enabled British Shoe Corporation Holdings, wholly-owned footwear and department store subsidiary of Sears, to report a £2.3m rise in pre-tax profits to £57.5m in the six months to July 31.

Other income and exceptional items slipped to £4m (£7.6m) and tax rose to £15m (£16.5m). The disposal in July of the shoe manufacturing and repair businesses created a net loss of £5.6m. It is intended that this will be treated as an extraordinary item in the full year's results.

These forecasts, and the company's own confidence in its future profitability, are based on three main assumptions: That the number of cellular or cellular subscribers in the UK grows at about 250,000 a year - the rate it has been growing on an annualised basis for the past few months.

While trading profits were up at £51.4m (£49.8m), turnover fell to £464.6m (£511.6m). The figures for 1987 include turnover of £57m and a trading loss

ble if any of three things happened: new subscribers spent less than existing ones; Vodafone was forced to cut its prices in the face of competition; or Ortel told the company to cut its prices because it was making excessive profits.

Investors have certainly had plenty of opportunity to debate Vodafone's prospects. Racal first announced its intention to float off the business in April in what was then seen as a move designed to head off a bid from Cable & Wireless, the telecommunications group.

Demand from US investors will probably be more than enough to cope with the limited size of the offering. And it will look extremely odd if the UK institutions, having argued so hard for their pre-emption rights, then boycott the issue.



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UK COMPANY NEWS

Twists in the tale of Carless' bid for Ryan
Nikki Tait on the scepticism over the plans for 'a unique British energy company'

Curious business, was the view of one large institutional investor, when considering the proposed merger between oil independent Carless and coal group Ryan International some weeks ago.
As the Friday egm approaches, at which Carless shareholders must decide whether to back the proposed £100m acquisition of Ryan, the situation appears to twist and twist again in general, and Carless' discomfort.
The basic issue is simple enough.
Carless argues that the deal with Ryan, where operations range from opencast mining to coal recovery, would create "a unique British energy company".

Both companies maintain that when the electricity industry is liberalised, there will be substantial opportunities for private coal operators. Moreover, while Ryan currently has gearing of some 100 per cent, Carless' financial strength would allow the merged group to seize these openings.
The proposed merger is the latest in a number of moves made by Mr Ian Clubb since he became chief executive of Carless. Others recently have concentrated on modest expansion of the downstream activities - into speciality chemicals, lubricants and the like.
Nevertheless, a few eyebrows were raised in the City. For a start, Ryan is not the best-followed company. It was



Ian Clubb (left), chief executive of Carless, and Crispian Hotson, managing director of Ryan



originally a small Welsh coal recovery group, which went into serious losses in the early 1980s before being saved from receivership by a group of investors led by Mr Crispian Hotson. Mr Hotson, a South African who had previously been running a small Kentucky coal company, became managing director and a £4.76m refinancing package took place.
Since then, there has been considerable reorganisation - acquisitions and disposals, including the £27m purchase of Derek Crouch's opencast coal-mining and housebuilding operations. Profits, after a reduction in the depreciation charge to £5.3m, reached £10m last year against £8.84m in 1987. Turnover was £96.3m. In the first half of 1988, Ryan's pre-tax figure slipped from £4.1m to £3.2m.
While no-one is critical of Ryan directly, there is a distinct perception that prospects for private coal operators are difficult to assess and, if they are so bright, there may be heavyweights like Taylor Woodrow, keen to cash in.
Moreover, Ryan is seen as Mr Hotson's creature. "It's not that Ryan's a bad business," says one analyst, "but it's a personal business. Either you back him or you don't".
The second note of dissent hinges on Carless itself, where its declared policy of spanning both downstream and upstream activities has not made life easy for analysts of late. On the one hand, some

company-watchers are not entirely unsympathetic to Mr Clubb's arguments.
However, there is a strong belief that a successful deal would push the way in which Carless shares are rated much further away from that of an exploration company - where assets are the key factor - and put them instead on an earnings basis.
Moreover, the earnings enhancement which Ryan would undoubtedly provide - one analyst suggests earnings in 1989/89 could rise from just over 3p a share without Ryan to over 5p a share with - is unlikely to compensate for this change of basis. That, in turn, could bring significant share price weakness.
What gives the situation its added twist is the implication that the Ryan deal reflects on Carless' own potential as a bid target. This, of course, is hotly

denied by the oil company.
Nevertheless, it has certainly been viewed as a factor in the rather curious behaviour of London Merchant Securities, the investment company which holds 27.2 per cent of Carless and is its largest shareholder. LMS had built its stake over the years by selling Carless, in succession, its US oil and gas assets and its holdings in Wincroft Energy Trust and Century Power & Light. However, it is also no secret that LMS has recently been looking to exit - although obviously subject to the right price.
Quite why LMS gave its backing in the initial merger announcement remains something of a mystery. It does, after all, have two board seats at Carless, and Mr Robert Spiller, LMS finance director, was at the meeting which approved the deal. The rumoured story is that it was Lord Rayne himself, chairman of LMS, who eventually overruled the initial decision, which was taken without full consideration of the implications for the Carless share price.
The behaviour of Kelt Energy, a smaller oil independent controlled by French businessman Mr Hubert Ferrérolle and with a market capitalisation of £10m, is so far even less clear. Its announcement on Monday that it was considering a full bid attracted growing scepticism as the week wore on. Analysts remain doubtful about how a leveraged bid, which Kelt has said it would be, would work. Any subsequent break-up would face the problem that the downstream activities are fairly diverse, with the upstream ones (which Kelt presumably would wish to keep) carrying the biggest premium.
That said, Kelt has at least kept the pot boiling with yesterday's purchase of 5.3m shares from institutional holder TR Industrial & General. The LMS camp appears to be adding Kelt's new stake into its estimated tally which, assuming that Rawda Investments stays firm and including a couple of unnamed institutions, it reckons now tops 40 per cent.
Who knows, there may be more surprises yet. But if Friday's meeting proceeds as planned, Carless' description of a "photo-finish" looks all too true. And "what happens next" will be a good question.

Homes lift boosts Tay profits 70% to over £5m

A RISE in the number of homes sold, from 541 to 710, resulted in pre-tax profits up 70 per cent to £5.15m at Tay Homes, Leeds-based homebuilder, in the year to June 30.
Turnover rose by 89 per cent from £22.35m to £53.45m with most of the sales volume coming from the group's core regions of Yorkshire and Scotland, mainly in the second half. These areas continued to thrive, Mr Trevor Spencer, chairman, reported.
The company is dealt on the USM, but plans were in hand for a full listing.
Earnings per share improved to 47.2p (34.9p) and a final dividend of 5.93p (4.43p) is recommended for 20p (8.5p) total. The directors are proposing a two-for-one scrip issue and to raise the authorised capital from £2.3m to £7.6m.
Looking ahead, Mr Spencer said that since the year and Yorkshire in particular had shown a significant uplift in selling prices. The timing of the rights issue in June 1987 had left the group ideally placed to use the funds to invest both in Yorkshire and other areas for future growth. The land bank had been increased to over 2,500 plots.
In the current year, with the aim of enlarging geographical coverage for long-term regional growth, a new office to cover the Midlands and northern Home Counties had been established in Loughborough. The new Plymouth office for the south west was now well established and had made its first nominal contribution to profits.

All-round organic growth boosts UEI to £14m in first half

By Clare Pearson
UEI, high technology electronics and engineering group, yesterday announced pre-tax profits up 36 per cent to £14m, and earnings per share 22 per cent higher at 12.8p, in the half-year to July 31.
Mr Peter Michael, chairman, said the advance was achieved through organic growth, spread fairly evenly across the four divisions of UEI: sound and vision; text and graphics; advanced engineering; and scientific and medical.
Within this last division, he expected significant research and marketing benefits to follow from the £30m acquisition in August of The Nuclear, a US nuclear deflection equipment company.
There were no acquisitions during the first half.
Spending on research and development during the period remained substantial; at £5m it was up 14 per cent on the comparable period last year.
The company anticipated to generate cash strongly and borrowings fell from £2.6m at the last year-end to £0.5m.
Within the sound and vision division, initial reaction to new sound-editing products of the SSL subsidiary had been highly favourable, and volume deliveries were expected to commence next year.
This division had also recently benefited from a £11m two-year order from the Indian state broadcasting company for the design and installation of a comprehensive regional facility.
The text and graphics division was boosted by increased demand for the Graphic Paintbox, a sophisticated tool for the printing industry.
Within engineering, the period had seen the successful launch of the Sierra Sapphire by Ford, one of the main customers of UEI's Osworth subsidiary which makes racing and high performance car engines.
Turnover rose from £70.67m to £77.65m, but was 17 per cent up taking into account a disposal. An interim dividend of 2.9p (2.3p) is declared.

William Sinclair expansion

A 50 per cent increase to 8.5p in the dividend is recommended by William Sinclair Holdings for the year ended June 30 1988. The final is 8.5p, and there will also be another scrip issue, this time on a one-for-one basis.
The group makes horticultural products. It has a USM quote but plans to apply for a full listing in mid-November.
Turnover for the year expanded by 40 per cent, from £15.72m to £21.95m. Pre-tax profit improved 34 per cent, from £1.89m to £2.53m, after

interest charges down to £132,000 (£351,000). Earnings worked through at 22.5p (17p).
Once again the compost and fertiliser sector of the garden leisure market expanded and the industry achieved record sales. Garotta Products was integrated into the J Arthur Bower business at Lincoln and benefits of the rationalisation were included.
In garden sundry activities Fyba Pot and Inside/Outside achieved satisfactory sales volume increases. Exports proved

difficult because of the high value of sterling.
In the current year, the early months had seen sales in line with forecast increases. Considerable success had also come in the export market.
At the end of last month the company acquired Mallon Bros (Woodwaste) and Mallon Bros (Transport) for £1.1m satisfied by the issue of 250,570 shares.
In addition 136,905 shares were placed to raise £575,000 to reduce debt in those businesses.

All divisions contribute to help Alba reach £4.6m

ALBA, maker of a wide range of audio, television and related electronic equipment, lifted pre-tax profits by 28 per cent from £3.67m to £4.65m in the year to June 30, its first as a quoted company.
Turnover rose 29 per cent to £41.33m (£32.16m) and all divisions performed well. Mr John Harris, the chairman, said.
A final dividend of 2.95p is proposed for a 4.35p total. Earnings per 10p share moved

ahead from 9.79p to 10.83p.
Bush Radio, acquired in June, had performed extremely well, the chairman said, and he expected it to make a good contribution to future profits.
Two other acquisitions made since the year end, Telectronics - renamed Alba-France - and Satellite Technology Systems of Bristol, were gradually being integrated.
Tax charged was £935,000 (£988,000).

Johnston interim rise but warning given

JOHNSTON GROUP, Surrey-based civil and mechanical engineer, lifted pre-tax profits by 11 per cent from £2.67m to £2.97m in the six months to June 30.
However, directors warned that although Johnston Brothers (Contractors), the civil engineering division, enjoyed a good workload during the period, prospects for the second half had been clouded by the "sudden and unforeseen" Government moratorium on road maintenance. The civil engineering sup-

plies operation showed a satisfactory return with quarrying companies and the concrete division of Johnston Pipes performing "especially well".
The engineering side performed below expectations, but a slightly improved trading performance was reported by the North American subsidiaries.
Tax took £1.04m (£936,000), and minorities £214,000 (£140,000). Earnings per 10p share worked through at 16.29p (15.42p), and the interim dividend is maintained at 8p.

Kingston Oil makes £774,000

For the year ended June 30 1988 Kingston Oil & Gas, the oil and gas production, development and operating group which was floated in July, made pre-tax profits of £1.33m, or £774,000.
Earnings per 50p share worked through at 6.53p and the proposed final dividend is 0.625p for a total of 1p. That was covered some six times by earnings.
Kingston is based in Ohio, but has headquarters in Manchester. It said it intended to continue expansion by acquiring selected oil and gas businesses.

Walter Lawrence surges

A STRONG performance from its housebuilding division enabled Walter Lawrence to report a 68 per cent expansion to £7.02m in taxable profits for the first half of 1988.
The increase from £4.19m was scored on turnover 16 per cent ahead at £109.12m (£93.72m). Mr Brian Pritchard, chairman, said the group had drawn a particular benefit from the wide geographic spread of its housing interests, and targets should be achieved despite recent interest rate rises.
During the period, the group acquired further development sites to maintain its land bank to cover requirements for the next 2 1/2 years.
After tax of £2.46m (£1.76m) and minorities £729,000 (nil), earnings per share improved to 9.2p (6p). The interim dividend is raised to 2p (1.25p).

Brooks Service

First-half pre-tax profits at Brooks Service, the hire and manufacturer of linens and workwear, rose 34 per cent from £452,000 to £605,000. Turnover in the 26 weeks to June 25 moved ahead 11 per cent to £7.31m. Earnings rose to 3.7p (3p) and the interim dividend is stepped up to 1.6p (1.4p).

PLAXTON plc
9 Months of continued progress
(unaudited)
9 months ended 12 months ended
June 1988 September 1987
Turnover \$139,837 \$99,878
Pre-tax profit \$3,732 \$1,491
Earnings per Share 11.7p 7.6p
Dividend 3.1p 4.5p
Major re-structuring programme completed
Ford dealership acquisition adds to continued growth in the motor group
Plaxton coaches - 50% of UK Market
EPS up 54%
Expansion into Europe through acquisition of Carrosserie Lorraine
14 Kirby Central, Roadlease and Plaxton Coach and Bus - all are contributing strongly to the successful remodelling of PLAXTON plc.
David Matthews, Chairman.
PLAXTON plc

Cluff completes transformation

By Kenneth Gooding, Mining Correspondent
CLUFF RESOURCES, quoted on the USM, will next year complete its transformation from a loss-making, minor oil company to a profitable, medium-sized gold mining group with an output of about 100,000 troy ounces a year, said Mr J G "Algy" Cluff, the chairman, yesterday.
The company would be in a position to pay a dividend next year but would consult its advisers and major shareholders for their opinion about whether one should be declared.
" My preference would be to pay a dividend. It has been a long haul for the shareholders and they should be rewarded with some income," said Mr Cluff, who personally owns 6.7 per cent of the company.
He was speaking after Cluff announced a pre-tax profit of \$84,000 for the half-year to June 30, compared with a loss of \$265,000 for the same period in 1987. Turnover increased by 88 per cent to \$1.88m, from \$1.12m. Earnings per share were 0.13p (1.15p loss).
Gold production from the

country which, since its plebiscite, Mr Cluff believed will be more accepted by the international community.
Cluff had an option from Antofagasta and the Lulsac Group on a small copper-gold mine in central Chile which has a fully-equipped shaft and mill and could be brought back into operation in three to six months at a cost of \$830,000. This would be in line with Cluff's policy of establishing some cash flow and getting staff into a country in order to look for more substantial developments.
Mr Cluff said the company wanted to expand further into Africa and ultimately move into North America. But "we ought to take a deep breath before we make the next move".
He said brokers had been asked to evaluate how much the company might receive if it put its remaining oil and gas interests, which have a book value of \$11m, up for sale by tender.

Raine extends Ruberoid offer for seven days

By Andrew Hill
Raine Industries, the householders' home care products manufacturer, has extended its hostile cash-and-shares offer for Ruberoid, the roofing materials group, for another week, until 3 p.m. next Wednesday.
In a letter to Ruberoid shareholders, Raine also reiterated the terms of its cash-and-shares offer.
The householder said that by recommending the £14.3m cash counter-bid from Tarmac, the construction and building materials group, Ruberoid's board seemed to have accepted that it did not have sufficient support from its shareholders.
Raine believes that the Tarmac bid will be referred to the Monopolies and Mergers Commission, and is reserving the right to extend its offer if the counter-bid has not been referred before the new closing date.
The Tarmac offer values each Ruberoid share at 280p, against Raine's bid of 230p a share.

PUBLIC WORKS LOAN BOARD RATES
Effective October 12
Table with 5 columns: Term, by 10p, 20p, 30p, 40p, 50p

Tudor up by 31% to £0.3m in first half

Tudor, USM-quoted tile distributor and crystal glassware manufacturer, yesterday announced a 31 per cent increase in its taxable profits for the six months to end-June.
Turnover was up from £5.22m to £6.23m. Tax accounted for £103,000 (£78,000) and earnings per 20p share expanded to 7.8p (6p). The interim dividend is maintained at 1.5p.
Midland Tile Contractors traded successfully and retained a healthy order book.

UK ECONOMIC INDICATORS

ECONOMIC ACTIVITY: Indices of industrial production, manufacturing output (1985=100)
Table with multiple columns: Sector, Index, % change, etc.
Table with multiple columns: External Trade: Indices of export and import volumes (1985=100); balance of current, capital, trade (1985=100)
Table with multiple columns: Financial: Money supply M1, M1 and M3 (annual percentage change); bank sterling lending to private sector; building societies' net inflow; consumer credit; all seasonally adjusted.
Table with multiple columns: Inflation: Indices of earnings (1985=100); basic materials and fuel; wholesale price of manufactured products (1985=100); retail prices and food prices (Jan 1987=100); RPIX; Retailers' commodity index (Sept 1987=100); trade weighted value of sterling (1975=100)

MANAGEMENT: Marketing and Advertising

Peter Smitham, a partner in Schroder Venture Managers, the venture capital arm of the Schroder banking group, confesses to having been shocked. Like many other executives in Britain's fast-growing venture capital community he had convinced himself he had done a good job in projecting a welcoming image to the entrepreneurs he was keen to back.

The response to an FT article describing how Schroders set about sifting the good propositions from the bad has given Smitham and his team pause for thought. Several entrepreneurs telephoned to say that their impression of venture capitalists as distant and unhelpful had changed. "They said how pleased they were to see we were human after all," he says.

These comments convinced Smitham and his fellow executives that an improvement in Schroders' marketing effort was needed if venture capitalists were not to be bracketed with bankers as remote and unfriendly. "We realised our approach was impersonal; that people wanted to know how deals were done; that we needed to humanise the case histories of deals we had done that we published in our brochures," he says.

The dilemma facing Schroders is paralleled at many of the 120 or so venture capital companies which have been set up over the past decade. The venture capital industry has grown at rapidly as entrepreneurs and, more recently, company executives intent on staging management buy-outs, have made grateful use of a new source of funds.

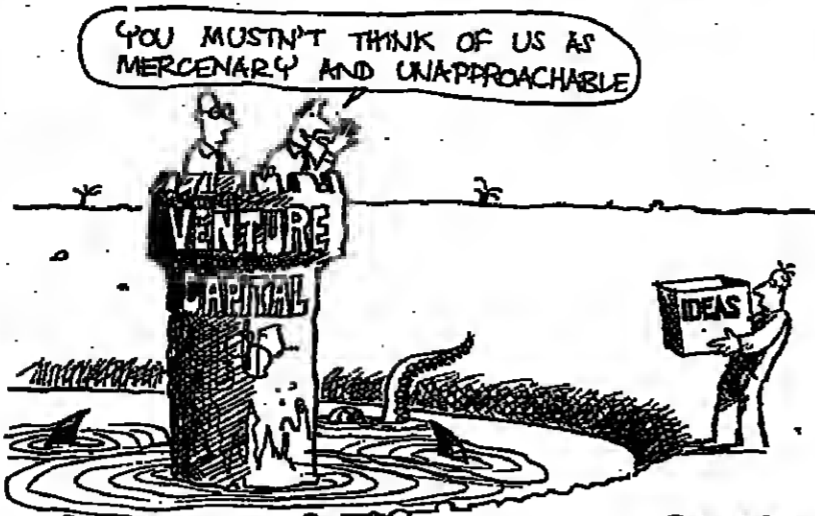
The difficulty for the venture capitalist has been not in finding customers but in finding off the shelves enquiries. Venture capital groups typically turn down 49 out of every 50 enquiries they receive. "The problem with advertising is you get inundated with a lot of not-very-good proposals," says John Nash, managing director of Advent and current chairman of the British Venture Capital Association.

The past year so has seen the beginnings of a change. The large amounts of money available for investment, particularly in the popular buy-out field, have forced the venture capital industry to rethink its approach to marketing. Venture capitalists now realise they must sell themselves to get the really good deals.

"Until recently marketing effort and marketing budgets were low," says David Hutchings, marketing director at Midland Montagu Ventures. "Resources were allocated on an ad hoc basis rather than as part of a strategy. But times have changed."

Ironically, for an industry which supposedly takes a long-term view of its investments, typically from three to seven years, venture capital has taken a short-term view of marketing. "It is a very hard decision to allocate specific resources to an area such as marketing, which is unlikely to produce immediate results," notes Hutchings.

Midland Montagu decided a more determined campaign was needed to increase its visibility and to differentiate it from its competitors. Money was



ROGER BENE

Giving finance a more human face

Charles Batchelor explains why venture capitalists are polishing up on their marketing

Birmingham before holding a roadshow there. It targeted directors in companies listed on commercial databases as having turnover of around £1m and other professional associations.

As the largest UK venture capital organisation, £1 of necessity has to generate large volumes of business. Unlike the smaller venture capital organisations which carefully select their investments and closely monitor them for a quick return, £1 takes a "hands-off" approach to its investments and is prepared to give them time to mature. To reach the 1,000 projects it needs to back each year it has to spread its net wide and use advertising, says Woodward.

This technique has been successful because 80 per cent of those polled in awareness tests knew of £1 compared with just 8 per cent two years ago, he says. But the mass approach would not be suitable for the smaller more specialised venture capital organisations, Woodward acknowledges.

Rothschild Ventures, part of the N.M. Rothschild banking group, is typical of the smaller organisations which are now taking a more structured approach to marketing. When the number of proposals coming to Rothschild from outside the south-east of England started to drop off last year it took a hard look at how it sold its services, says Jeremy Dawson, managing director.

Like many other venture groups Rothschild got most of its deal proposals from accountants and other financial consultants. Its six-strong venture team set about cultivating accountants, solicitors and stockbrokers in the large provincial cities such as Glasgow, Man-

chester, Leeds and Birmingham. They now make regular visits, call in for a chat if they are in the area and declare their willingness to give a preliminary reaction to a proposal over the telephone.

Rothschild Ventures is also culling its own database of companies with which it has had dealings to pick out those with sales of £3m to £10m. It then approaches those which seem most likely to need additional venture capital funding. "It's an informal approach. There is no hard sell," says Dawson. "You have to be able to offer more than money. We may offer to find takeover candidates for fast-growing companies or suggest a company goes to market or sells some shares."

Tony Lorenz, managing director of ECI, another of the smaller venture funds, says marketing plays a more important role in his company's latest five-year plan, drawn up in early 1988, than in its predecessor. "Five years ago the industry was growing quickly and deal flow was ballooning," he recalls.

Individual members of the ECI team now have a personal contact list of accountants, lawyers, head hunters and directors of companies which have already been helped, whom they contact and lunch on a regular basis. "Control is quite formal because we don't want to tread on each other's toes," says Lorenz. "It's uncanny how the meetings lead to deals."

Lorenz and his team also regularly write articles for the specialist financial press and make presentations at conferences and seminars to keep their organisation's name in the eye of intermediaries who provide the flow of deals.

ECI is currently promoting the idea of "venture buy-outs" — buy-outs of small companies with a chequered trading history. Such deals, typically worth less than £10m, require special skills because they are as difficult to do as start-ups and are far removed from very large buy-outs, Lorenz argues.

Focus on differences. . .

Philip Rawstone on contrasting studies of European consumers

As Europe moves towards a single market, many companies in the US are moving towards more regional or local marketing. Procter & Gamble, Colgate-Palmolive, Pepsico-Cola, Campbell Soup and Apple Computer are among the companies that have reorganised either, or both, their sales and marketing organisations to focus more closely on ever-smaller geographic targets.

Why? "Because they realise that there are important differences in consumers from one part of the country to another and the differences were not being properly addressed under the old national marketing or sales organisations," says Clay Timon, director of worldwide advertising for Colgate-Palmolive.

European businesses must not lose this consumer focus, Timon warned at the pan-European advertising and marketing conference convened in London last week by the International Advertising Association and International Business Communications.

Just because January 1 1993 rolls around the Italian housewife will not suddenly become a homogenised 'European consumer', Har needs, her desires and her consumption habits are not going to change appreciably."

. . . and on similarities

British, West German, and French market research companies are already co-operating in a major study of the pan-European market designed to identify shared values and attitudes among consumer groups of different nationalities.

Market research on a European scale faces difficulties because of differences in the way each country collects data about population, and allows official statistics to be used. Significant political, economic and social upheavals in various countries at various times — such as the end of the Franco dictatorship in Spain — also affect the analysis of consumers by age groups. Social class categories also differ.

So two groups, Europanel and CCA, are combining to identify the life-styles, needs and aspirations of potential customers in Europe. Europanel has been established for over 20 years and comprises AGB, the UK's largest research company, Germany's GfK, and Sedoip of France, while CCA

but it also carries with it strong beauty enhancement or cosmetic characteristics," Timon said. Again, the different perceptions were reflected in the advertising.

Some products had to be reformulated to meet different consumer needs, Timon reported. Ajax cleaner was used in northern Europe primarily straight from the bottle to clean small areas. Ease of application and a shiny result were what consumers wanted, and the advertising focused on those qualities.

In southern Europe, consumers diluted Ajax and used it to clean much broader surfaces, more often made of tiles or wood than plastic. Under such conditions, Ajax left a cloudy film which had to be removed by rinsing Colgate, therefore, reformulated the product so that rinsing was no longer necessary — and its advertising emphasised the labour-saving.

Business would reap the main benefits of the single market from cost savings. "These benefits would have to be shared with consumers in the form of price reductions or product improvements if the single market were to work, Timon suggested.

Radiotéléphone pan-Européen. AFTER LONDON, PARIS... A SECOND SUCCESS FOR THE ORBITEL-MATRA COMMUNICATION PARTNERSHIP.

The pan-European digital cellular service, due to begin in 1991 will be a powerful technological symbol of the single European market. To meet the agreed timescale, 15 European operators have issued requests for tenders to supply pan-European digital cellular infrastructure and equipment. These operators must now choose their suppliers. The first commitment has already been made in the UK by Racal Vodafone, who have chosen the Orbitel Matra partnership for the supply of a major part of their network requirement in London and the South East. France Telecom has now given formal notice of its selection of Orbitel, Matra Communication

and its partners for the Paris network. France Telecom's order is twofold; firstly an experimental pilot system is to be set up to validate the European specifications; secondly a fully operational system is to be installed with equipment jointly developed by Orbitel and by Matra Communication and its partners. London and Paris are considered to be the most difficult cities in Europe for spectral and radio frequency management. Orbitel and Matra Communication have demonstrated their ability to meet this challenge and are well placed to capture a major share of this equipment market worth up to £1 billion a year.

ORBITEL
Orbitel Mobile Communications Limited
Head Office: Keytech Centre, Ashwood Way, Basingstoke RG23 8BQ.
England. Tel: 0256 843468. Fax: 0256 843207.

MATRA COMMUNICATION
General Management: Rue J.-P. Timbaud - B.P. 25, 78392 Bois-d'Arcy Cedex, France.
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A vacancy now exists for an Assistant General Manager based at the Group Headquarters in East Grinstead Sussex.

The successful applicant will have a proven record of management and will view this appointment as a progressive career move in a successful public company with the opportunity for further advancement.

The successful candidate will report through the General Manager to the Managing Director and be responsible for the management and control of all aspects of funeral service.

This appointment carries an excellent remuneration package commensurate with this responsible position.

Please apply in writing to Colin Field Dip.FD, Managing Director, Great Southern Group PLC, Farningham House, East Grinstead, Sussex, RH19 1EW
Quoting Ref. FT10

Group Financial Controller

London

c. £35,000 + bonus, car & options

An international publicly quoted manufacturing group, with a turnover in excess of £130 million, seeks a Financial Controller to be responsible to its Finance Director for overall control of all accounting, and the integrity of the performance reporting of the organisation world-wide. Preferred age 28-35.

Candidates will be graduate Chartered Accountants. They will have at least four years' industrial experience, latterly in full control of a significant profit centre, probably at divisional level.

For a full job description, please write or FAX (01-487 4600) to W T Agar at John Courts & Partners, 104 Marylebone Lane, London W1M 5FU, demonstrating your relevance clearly and quoting Ref. 2295/FT. Both men and women may apply.

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Excellent Salary + Car

Pepsico needs little introduction. A highly profitable multinational with interests in soft drinks, snack foods and restaurants, the Group concentrates on large and rapidly growing consumer markets offering exceptional returns. In 1987 income increased 30% to \$605 million and sales were up 26% to \$1.5 billion.

Pepsi-Cola Northern Europe is an autonomous region distributing and marketing soft drinks in one of the Group's most rapidly growing markets. Continued expansion has created the need for a young qualified Chartered Accountant to take on a broad Head Office role managing a department of 3 staff. Charged with implementing controls in the marketing area as well as liaising with outside agencies (bottlers etc), the role also offers exposure to reporting (monthly, foreign exchange and capital expenditure), financial analysis and forecasting. The environment is highly computerised. The position is regarded as an entry point to this major multinational company which can offer excellent long term career opportunities.

Candidates will be ACA's aged up to 30, highly assertive and combining flair and considerable potential, as well as possessing excellent communication skills.

Please apply directly to Greg Ripley at Robert Half, Freeport, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone: 01-836 3545, evenings 01-485 1356.

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You are an ACA/ACMA in the probable age range 25-30 either in the profession or with FINANCIAL ANALYSIS experience in a substantial company.

We are a £60m subsidiary of a major British retail group and our turnover will rise above £100m next year.

We'd like you to be even faster moving than us!

You require a strong intellectual base, excellent and persuasive powers of communication and an extrovert but diplomatic personality.

If you match up, please contact:

G D MAXWELL
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UNIVERSITY OF BRISTOL Accountants

Applications are invited from accountants for two posts in the Finance Office. The salary scale is £18,345 to £19,310 per annum. These posts are particularly suitable for young, recently qualified accountants. They offer interesting work in advising a wide range of academic departments, and good, broad experience of budgeting and management accounting in a large and progressive organisation. The University is making major developments in its computerised management information systems.

Further particulars may be obtained from the Finance Officer, Graduate House, Tyndall Avenue, Bristol, BS8 7TH. Applications should be sent in by 30th November. The University does not accept applications from...

Accountancy Appointments Europe

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You'll have complete financial and planning control, to ensure profitability of all stores in your region, with a significant

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input into day-to-day decision making. You must therefore have an abiding interest in business and commerce, and be confident of communicating your ideas at all levels. Part-qualified or a CIMA/ACCA finalist, you must be a confident self-starter who'll make a valid contribution from day one.

As the company is part of a major group - a household name - with ambitions to match your own, prospects for the successful candidates are excellent.

For an initial discussion telephone 01-631 4411 until 8pm today or send your cv. to PTR, Recruitment Services, 178-202 Great Portland Street, London W1N 6JJ, listing any companies to whom you do not wish your application to be sent.

Finance Director

LEEDS UP TO \$25,000 + CAR + SHARE OPTION

Following a successful diversification the turnover and profitability of this long established Group had increased dramatically. The Group has a coherent structure with excellent synergy between its component companies. A period of consolidation will now follow. Longer term the aim is to go to the market in four/five years time.

This new position has been created to strengthen the small top management team, Reporting to the Chief Executive

you will be responsible for the entire finance function and closely involved in the planning and control of the Group's future development. Your priorities will be to tighten up the financial control and reporting systems and to refine cost estimating, pricing, tendering and monitoring processes.

A qualified accountant, you will already have substantial experience at controller or director level. Crucially you will have the maturity and commercial...

diversified to enable you to fit into a small team and make an immediate contribution.

Please write enclosing your curriculum vitae and day-time telephone number, to Tony Porter, Ref 100/P, Coopers & Lybrand Executive Resourcing Limited, Abidon Court, 5 Abidon Place, Leeds LS1 6JP.

Executive Resourcing Coopers & Lybrand

GROUP MANAGEMENT ACCOUNTANT

Stg Pd 20,000 p.a. + car

Fast growing multi-national group requires energetic young qualified accountant.

Some experience in management accounting at corporate level would be helpful, particularly the financial control and management of overseas subsidiaries.

Location Romford Essex. Some overseas travel, good career prospects. Excellent benefits.

EXECUTIVE DIRECTOR

Aggressive and result oriented Executive Director required for Trading Division of fast growing multi-national group. The business involves sourcing of chemical raw materials for captive consumption in several overseas countries as well as profit oriented trading in industrial products with third parties worldwide. Experience of trading in Asia, Africa and the Far East in related items would be particularly appropriate. Location Romford, Essex.

Excellent career prospects, salary and conditions.

Reply with C.V. in strict confidence to: Box A1015, Financial Times, 10 Cannon Street, London EC4P 4BY

FINANCIAL CONTROLLER

EC1

£24,000 + CAR

ADVERTISING GROUP with a unique niche in a rapidly expanding market sector have been guided to this success by a young committed management team. They now wish to complete this team by adding a young qualified accountant whose interests and awareness extend beyond the confines of the finance function.

Prime responsibilities will include co-ordination of reporting requirements throughout the group, development of systems to ensure monitoring of profitability on work undertaken, and the management and motivation of a small team. Of particular interest however will be the opportunity to become involved in the management of the business in the broadest sense.

If you have qualified in the last two years, or are a finalist due to qualifying and feel you can offer the commitment necessary to progress in a demanding environment please contact Gordon Montgomery.

Telephone 01-629 8863 Fax 01-408 0961 or send your curriculum vitae to the address below.



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TRINITY COLLEGE OF MUSIC ACCOUNTANT RE-ADVERTISEMENT

LONDON W1

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Trinity College of Music is one of the country's leading music teaching institutions. It also provides a worldwide external examinations and publishing service. The College has recently appointed a new Head of Finance to manage its Finance Department. He now seeks an Accountant to assist in developing the work of the Department, particularly in terms of new computer systems, and to undertake and be responsible for the accounting functions of the College.

This new post provides an excellent opportunity for a young qualified Accountant with energy and enthusiasm who wishes to join a College which is embarking on a programme of significant development. Salary is negotiable but is not likely to be less than £18,000, including London Weighing Allowance. The College operates a contributory pension scheme.

Further details and application form from Assistant to Administrator, Trinity College of Music, 11-13 Mandeville Place, London W1M 6AQ. Tel 01-935 5773

Closing date for application Monday 31st October 1988.

FINANCE DIRECTOR

Surrey/Hants borders

to £40,000 + car

+ share options

Continuing expansion — both turnover and profits have been consistently increasing at around 30% a year — has created the need for this new appointment in a business which is the leader in its field. The group provides a range of marketing services to blue chip clients, the majority of whom are in growth sectors such as financial services, communications, publishing, retailing and leisure. Profits are largely ploughed back into the development of new products and there is a substantial investment in advanced information technology systems.

Joining a team of highly committed executives in their late thirties, the Finance Director will be expected to improve the quality of financial advice provided to the board. Reporting to, and working closely with, the Chairman, the successful candidate will manage a small but efficient accounts department which produces sophisticated management information and exercises tight financial controls.

Applicants, preferably in their thirties, should be qualified accountants with relevant experience in a similar type and size of business. Essential personal qualities are flexibility, commitment, an understanding of marketing concepts and the ability to represent the group in the City and with professional advisers.

Please send a comprehensive career résumé, including salary history and day-time telephone number, quoting reference: 2973 to Graham Perkins, Executive Selection Division.

Touche Ross
Thames Inn House, 3/4 Holborn Circus, London EC1N 2HR
Telephone: 01-353 7361.

APPOINTMENTS WANTED

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Good working knowledge of computerised systems required. The ideal candidate will play a key role within a small team. Salary and benefits of up to £20,000 depending on experience. London Mayfair location. Please reply enclosing curriculum vitae.

Write Box A1016, Financial Times, 10 Cannon Street, London EC4P 4BY

FACULTY OF BUSINESS & MANAGEMENT Lecturer/Senior Lecturer in Financial Accounting (Ref. 64/88)

Applications are invited for two posts from candidates having appropriate professional qualifications and experience. Possession of an academic qualification is desirable. Successful candidates will join the Financial Accounting Subject Group and contribute to subject and curricular developments as well as having opportunities to undertake research and professional development.

Salary Scales: Lect £8481-£15369 (Bar)-£18549
Sr Lect £15369-£17490 (Bar)-£18549

Applications forms and further details from the Personnel Department, Sheffield City Polytechnic, Hallam House, Finlana Square, Sheffield, S1 2BR. Tel: 0742 720911 Ext. 2965. Closing date 27th October.

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Sheffield City Polytechnic

If a CD player costs \$1,000 in New York, how much is a bottle of Scotch?

The CD player is made in Japan, the Scotch in... Scotland (bear with us, this conundrum gets harder as you go). They are both in demand in New York.

They've both been imported by a member of the group of companies responsible for their manufacture.

The UK and Japan have different taxation rates, and tax rates in the United States are different too.

In New York, import tariffs on the two products also vary.

So, how much should the importing company pay its sister companies for the goods in order to maximise profits for the group as a whole?

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The candidate we seek will be a recently qualified chartered accountant with experience of the London insurance market and/or Lloyd's. Strong communication skills are essential, as are drive and self motivation.

If you can meet these criteria and want a challenging career, call Diane Forrester ACA quoting reference FS10881 on 01-831 2000 or write to her at Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.



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If appointed, you will be responsible to the Financial Director (as outlined below) for the entire accounting and financial control functions of the group. The position requires a hands-on approach to ensure that the systems develop and produce the information required to enable the business to continue its rapid growth.

In addition to the ongoing development and implementation of improved accounting systems, you will be responsible for the preparation of all management and financial accounting information, including budgets, cash flows and statutory accounts. You will also carry the responsibility for group cash management and tax compliance.

Ideally, you should be in your mid 20's, a qualified ACA or ACMA, with experience of medium to large company systems. It is essential that you are familiar with computerised accounting packages, in addition to Lotus 123. Other qualities should include flexibility, logical thinking and strong interpersonal skills. If you believe you qualify and want a well rewarded, challenging training ground with unlimited opportunity, write or telephone.



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FINANCIAL ACCOUNTANT

A small, acquisitive plc operating in the advertising and marketing services sectors seeks a bright, commercially aware young accountant to oversee its financial accounting function.

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Reporting to the Group Finance Director, the successful applicant will probably be educated to degree level and hold a relevant professional qualification.

The remuneration package will reflect both the nature of the job and the applicant's own experience, but will be c.£22,000 + benefits. Please apply, in writing, enclosing a current CV to:

Martin Rands, Group Finance Director,
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Write, with full CV and daytime telephone number, to Patrick Donnelly quoting Ref. FT/030. Alternatively, FAX your details on 01-487 3344.



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MANAGEMENT - SELECTION
314/316 Vauxhall Bridge Road, London SW1V 1AA. Tel: 01-828 2273

FT UNIT TRUST INFORMATION SERVICE

AUTHORISED UNIT TRUSTS

Table listing various unit trusts such as Abbey Unit Trust, Aegis Unit Trust, and others, including their names, managers, and performance metrics.

Table listing unit trusts under categories like FS Investment Managers, Henderson Unit Trust, and others, with detailed financial data.

Table listing unit trusts under categories like M & C Securities, NFI Mutual Unit Trust, and others, including performance and asset information.

Table listing unit trusts under categories like Royal Life, Standard Life, and others, with financial details and contact information.

I.G. INDEX LTD, 9-11 GROSVENOR GARDENS, LONDON SW1W 0BD. Tel: 01-828 7233/5699. Reuters Code: IGIN, IGI0.

CROSSWORD No. 6,758 Set by DANTE

Crossword puzzle grid with numbers indicating starting positions for clues.

- ACROSS: 1 Lorraine's companion (6), 4 Once said to be a bishop (8), 10 Sea creature in flower (7), etc.

Solution to Puzzle No. 6,757. Includes the crossword grid with filled-in letters and the corresponding words.

Table listing unit trusts under categories like Crown Unit Trust Services, L & C Unit Trust, and others, with financial data.

Table listing unit trusts under categories like LAS Unit Trust, L & C Unit Trust, and others, including performance and asset information.

Table listing unit trusts under categories like Meritis Fund, M&C Securities, and others, with financial details and contact information.

GUIDE TO UNIT TRUST PRICING. Explains the methodology for pricing unit trusts, including the use of the FT Unit Trust Information Service.

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FT UNIT TRUST INFORMATION SERVICE

Handwritten note: 01/10/89

Main table containing unit trust information, including columns for company names, unit prices, and other financial data. The table is organized into several sections: 'INSURANCES', 'OTHER UK UNIT TRUSTS', and various individual trust listings.

INSURANCES

All Family Trusts

Table listing insurance products under the 'All Family Trusts' category, including company names and unit prices.

All Family Trusts (continued)

Continuation of the 'All Family Trusts' table, listing additional insurance products and their details.

All Family Trusts (continued)

Continuation of the 'All Family Trusts' table, listing further insurance products.

All Family Trusts (continued)

Continuation of the 'All Family Trusts' table, listing more insurance products.

All Family Trusts (continued)

Continuation of the 'All Family Trusts' table, listing additional insurance products.

All Family Trusts (continued)

Continuation of the 'All Family Trusts' table, listing further insurance products.

All Family Trusts (continued)

Continuation of the 'All Family Trusts' table, listing more insurance products.

All Family Trusts (continued)

Continuation of the 'All Family Trusts' table, listing additional insurance products.

All Family Trusts (continued)

Continuation of the 'All Family Trusts' table, listing further insurance products.

OTHER UK UNIT TRUSTS

Table listing other UK unit trusts, including company names and unit prices.

Continued on next page

FT UNIT TRUST INFORMATION SERVICE

Main table containing unit trust information with columns for company name, fund name, and various performance metrics.

MANAGEMENT SERVICES

Table listing management services provided by various firms, including names and contact details.

OFFSHORE AND OVERSEAS

Table listing offshore and overseas investment options, including fund names and details.

OFFSHORE INSURANCES

Table listing offshore insurance providers and their services.

UK LISTED

Table listing UK-listed investment funds and their performance.

Handwritten note: 01/10/1988

FT UNIT TRUST INFORMATION SERVICE

LONDON SHARE SERVICE

Table of FT Unit Trust Information Service, listing various unit trusts such as Fidelity International, Fidelity Growth, and Fidelity Income, with columns for Name, Price, and % Change.

Table of London Share Service, including sections for British Funds (e.g., "Stars" Lives up to Five Years), Foreign Bonds & Rails, Americans, and Money Market Trust Funds, with columns for Name, Price, and % Change.

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OTHER OFFSHORE FUNDS

Table of Other Offshore Funds, listing various international investment funds with columns for Name, Price, and % Change.

Money Market Trust Funds

Table of Money Market Trust Funds, listing various short-term investment funds with columns for Name, Price, and % Change.

Money Market Bank Accounts

Table of Money Market Bank Accounts, listing various high-interest bank accounts with columns for Name, Price, and % Change.

Small print at the bottom of the page containing legal disclaimers and publication information.

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Further dollar decline

THE DOLLAR broke through significant support levels in Far East trading yesterday, and hovered nervously within a narrow range after a much lower start to the European trading session.

Sentiment continued to be influenced primarily by recent data, suggesting a slow down in US economic growth. The extent of the weaker tone was only restricted by proximity of US August trade figures, due for release today.

Nevertheless, the US unit received very little help from the G7 central banks, with the exception of very modest intervention by the Bank of England, and institutional investors now seem more inclined to explore the dollar's downside potential, given the underlying bearish tone.

Today's release of August trade data is expected to show a shortfall of around \$1.2bn against \$9.5bn in July. A wider deficit could see further downward pressure on the US unit.

The dollar slipped to Y128.90 against the yen, its lowest level since mid-June, and down from Y131.00 on Tuesday. Against the D-Mark it fell to DM18.85 from DM18.820, and slipped elsewhere to SF11.5500 from SF11.5700 and SF2.2500 compared with FF6.3100. On Bank of England figures, the dollar's exchange rate index fell from 98.0 to 97.5.

Sterling continued to gain strength from a growing perception that interest rates are likely to remain as high as is necessary to support the pound, and bear down on inflation. Consequently the attraction of sterling instruments enticed further buying orders from overseas investors. Once again the Bank of England intervened to sell dollars - more as an attempt to smooth the pound's rise rather than reverse it.

Sterling's exchange rate index finished at 76.5, up from 76.4 at the start and Tuesday's close. Dealers suggested that the Bank of England sold dollars when sterling touched \$1.775, but by the close, the pound had improved to \$1.7325, its best level since late July, and up from \$1.7170 on Tuesday. However the dollar's weaker tone elsewhere meant that the pound also registered small losses against its major trading partners. Apart from the D-Mark, against which the pound finished unchanged at DM18.800, sterling slipped to Y225.25 from Y225.00 and SF2.6850 from SF2.6950. A weaker French franc enabled the pound to improve to FF10.8375 from FF10.8350.

The D-Mark moved increasing fundamental support as it approached Y70.00. Most dealers expect this level to hold, pointing out that last time the D-Mark broke below this level, West German interest rates were increased, and the D-Mark recovered to Y73.0 within a fortnight. In addition, the year's recent rise is seen by some as being a little overdone, as having, from Tuesday's close of Y70.73, the D-Mark opened lower at Y70.10, and by midday was straddling the Y70 level.

But there was little incentive to break through this level, and the D-Mark came back to finish at Y70.53.

FINANCIAL FUTURES

A generally weak tone

STERLING AND dollar interest rate contracts weakened on 13th yesterday. Doubts about the ability of December short sterling to remain above a technical resistance point of 88.36 were fulfilled, as traders saw little prospect of a cut in bank base rates, in spite of the strong point.

The contract opened at 88.37, and touched 88.39, before closing at the day's low of 88.28, compared with 88.38 on Tuesday.

Long gilt futures also lost ground, in subdued trading. US Treasury bonds for December delivery opened weak at 89.11, and finished at 89.13, against 89.28 previously. Bond prices began on a depressed note in Chicago, as dealers showed increasing concern about the dollar's decline.

A vote by the Senate, which will enable the US Treasury to issue a long bond in November, also weighed on the market.

Fears that today's US trade figures for August will show a widening deficit, and accelerate the dollar's fall, added to the mood of nervousness.

Estimated volume total, Cals 125 Pct 427. Previous day's open bid, Cals 285 Pct 320.

Estimated volume total, Cals 275 Pct 275. Previous day's open bid, Cals 680 Pct 375.

Estimated volume total, Cals 220 Pct 220. Previous day's open bid, Cals 575 Pct 451.

Estimated volume total, Cals 220 Pct 220. Previous day's open bid, Cals 575 Pct 451.

EUROPEAN CURRENCY UNIT RATES

Table with columns for Country, Unit, and Rate. Includes entries for Belgium, France, Germany, Italy, Netherlands, etc.

POUND SPOT-FORWARD AGAINST THE POUND

Table with columns for Term, Spot, and Forward rates for various currencies against the pound.

CURRENCY RATES

Table showing exchange rates for Sterling, US Dollar, Canadian Dollar, etc.

CURRENCY MOVEMENTS

Table showing percentage changes in currency rates for various currencies.

OTHER CURRENCIES

Table showing exchange rates for various international currencies like Australian Dollar, Hong Kong Dollar, etc.

FT LONDON INTERBANK FIXING

Table showing interbank fixing rates for 3-month and 6-month US dollars.

MONEY RATES

Table showing Treasury Bills and Bonds rates for various terms.

LONDON MONEY RATES

Table showing overnight, 7 days, and 1 month money rates.

BASE LENDING RATES

Table showing base lending rates for various banks and currencies.

EUROPEAN OPTIONS EXCHANGE

Large table showing European options exchange data for various series and dates.

BASE LENDING RATES

Table showing base lending rates for various banks and currencies.

BUSINESS LAW

EC joins extraterritoriality club

By A.H.Hermann, Legal Correspondent

FOR OVER 20 years, the European Court refrained from affirming the Commission's claim that it can prosecute foreign companies for anti-competitive behaviour that has taken place outside of the Community, as long as such behaviour had some adverse effect on trade between member states.

MONEY MARKETS

UK rates firmer

INTEREST RATES were slightly firmer on the London money market yesterday, in spite of the continued strength of the pound.

Intervention by the Bank of England to sell sterling, tended to confirm the view that UK interest rates will not be cut to prevent the pound rising. Base UK clearing bank base lending rates are expected to remain at 12 p.c. in the foreseeable, unless economic news forces yet another rise.

FT LONDON INTERBANK FIXING

Table showing interbank fixing rates for 3-month and 6-month US dollars.

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Handwritten scribbles and the number 35 in a box.

Equities extend losses in late deals

NERVOUS SELLING in the London equity market gathered pace in late trading yesterday following unimpressive developments in Tokyo and New York. Increased equity turnover bore out suggestions that domestic institutions were selling selected blue chips ahead of today's announcement of the US trade figures for August.

Year	Start	End
1988	Oct 17	Oct 31
1987	Oct 27	Nov 10
1986	Oct 22	Nov 11
1985	Oct 24	Nov 27

but both traders and institutions appeared unwilling to extend positions in the face of the batch of domestic and US news due before the end of the week. Today brings, in addition to the US trade figures, a major speech by Mr Nigel Lawson, UK Chancellor of the

Exchequer, to the Conservative Party Conference. On Friday, the last day of the current equity trading Account, the market must digest the latest Domestic Retail Price Index. Equities opened easier with one trading firm operating a minor sell programme, believed to be no more than £10m. The pricing of Racal Telecommunications required the expected £300m new cash from the market and, with the blue chips again out of favour, the market slid lower. Then, after briefly establishing a base at FT-SE 100, the market was undermined by Wall Street's equity weakness, and share prices turned down once more.

At the close, the FT-SE Index was 24 points down at 1264.4, a touch above the day's low. At Fleming Securities, Mr Steve Plag commented that the recent advance to FT-SE 1850 appeared to have been over-speculative. Seat volume increased to 478.9m from Tuesday's 451m shares. Tensions in the City of London were reflected in fresh rumours of impending redundancies at securities firms.

The generally gloomy background cast a cloud even over the speculative issues. Allied-Lyons turned easier after disclosing a share swap deal with Suntory, the large Japanese drinks group. While commending the strategic reasons for the deal, London analysts still regarded it as a defensive move by Allied which said recently that the Bond Corporation stake of 11 per cent was untrifling.

MB opens nominees box

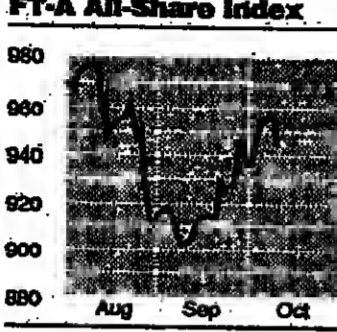
MB Group, formerly Metal Box, was one of few losing stocks to resist the market's malaise. Indications that the recent large buyer was chasing the share price touched off renewed speculation, sending the shares 6 1/2p higher to 279 1/2p after volume of 1m 700k.

After the market closed it was revealed that Elders Investments, an offshoot of Elders Ltd, had assembled a 5.1 per cent stake in MB, including shares held through nominees.

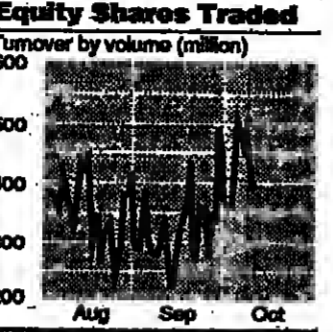
Recent speculation over stake-bidding has been justified when MB announced the discovery of three nominee names, holding between them 11.6m shares, or 8.47 per cent of the equity. It said that it was seeking legal advice on the possibility of disentangling the shares.

MB is an old bid chestnut, with PTE, Jefferson Smith & Williams Holdings all mentioned as potential predators recently. However, attention had focused on the likelihood of a European or US competitor taking a stake in MB. Carnaud, the French canner, may be contemplating expansion via fund-raising for a bid.

FT-A All-Share Index



Equity Shares Traded



Arnold (T & A) hotted up, with shares of the last-named slumping 6s to 495p as it looked increasingly likely that the S & P offer would win the day.

The slide came as S & P revealed it had received acceptance from holders of 49.2 per cent of T & A shares and had extended its share-swap offer to October 24.

Rival bidder Meyer International, offering 600p a share in cash, later announced it had bought a further 2.04m T & A shares at the bid price, increasing its stake to 36.2 per cent, after Meyer holders approved the deal at the egm held yesterday.

S & P closed 4 higher at 266p, while Meyer were finally that amount down at 385p.

money was still on a bond corporation building a shareholding, but most traders doubted whether the Australian group has yet reached the 5 per cent disclosure limit.

International stocks bore the full brunt of the market's diverse worries. Dealers were particularly worried about the weak US dollar and the short-term prospects for the Japanese equity market. Wall Street's soggy appearance was the signal for a bout of profit-taking by US investors. Glaxo was inevitably the hardest hit, falling 2s to 1063p in turnover of 1.5m shares.

ICI was reasonably steady, losing just 7 to 1017p amid talk that the securities house Goldman Sachs may have adopted a more positive stance on the company. There was no respite for Eckitt & Colston, however, which fell 1s to 908p, with sellers looking to take profits towards the end of the Account.

Wellcome gave up 10 to 503p on a predominance of sellers. Beecham fell 7 to 462p on rumours that the company is testing two isomers of its hypertension drug Cromakalim, and Fisons ended 3 down at 251 1/2p.

Redwood fell 1s to 789p in turnover of 435,000 shares, following a Nomura sell recommendation last week.

The major banks took a back seat, although Standard Chartered performed well as the rights issue, the new nil-paid stock opened around 99p and progressed to 99p before settling at 99p premium. In merchant banks there was persistent demand from one particular US securities house for Leopold Joseph which jumped another 17 to 470p.

Life assurances were strongly sold, with Abbey Life

RTG set fair

Racal shares came under pressure and slipped 6 to 311 1/2p on turnover of 3.5m as the market registered minor disappointment with the details of its forthcoming flotation of a 20 per cent stake in Racal Telecommunications Group (RTG) later this month.

Dealings in RTG are expected to commence on October 26.

The RTG stock will be offered at 170p a share to raise some £340m for Racal, valuing the market of RTG at £1.7bn. The market had been expecting a price of 175p a share, but raced with the range of 158-185p given in the pathfinder prospectus issued a month ago.

Dealers and analysts generally applauded the issue price. "They are not being greedy, just sensible given the current state of markets around the world" commented one trader. The underwriting for the RTG flotation was completed yesterday by Hoare Govett. "It went extremely well. Demand was more than could be satisfied" the securities house commented.

Heavy Lonrho trade

The plot thickened in Lonrho amid heavy business, including a crossed trade of 5m shares which, double-counted, raised the day's volume to 24m. Rumours of an impending management buy-out at 25 per share and a subsequent suspension of the group's listing abandoned, diverting interest from the Scottish securities house which is believed to have bought a stake in Lonrho over the past few days on behalf of either a domestic or overseas investor.

The marketmaker concerned yesterday reduced the size of share bargains in which it was prepared to deal and adopted a much lower profile in the marketplace. Some sources believed the house had completed its buying order but forceful demand from other investment houses took the shares up higher to a close of 292p, a gain of 8 on the session. Traders said the smart

NEW HIGHS AND LOWS FOR 1988

HIGHS: (A) British Petroleum, (B) Shell, (C) British Airways, (D) British Telecom, (E) British Gas, (F) British Airways, (G) British Airways, (H) British Airways, (I) British Airways, (J) British Airways.

LOWS: (A) British Petroleum, (B) Shell, (C) British Airways, (D) British Telecom, (E) British Gas, (F) British Airways, (G) British Airways, (H) British Airways, (I) British Airways, (J) British Airways.

Builder's battle

The battle between Sandell & Partners (S & P) and Meyer International to win control of builders merchants Travis & Perkins (T & P) has intensified.

Mr Trevor Green, chairman and managing director of T & P International, has been made a non-executive director of SHEPHERD ENGINEERS.

Mr Ian G. Newton has joined SAMAC INTERNATIONAL as finance director and company secretary. He was finance manager at British Steel Corporation. Mr W. G. Shaw, formerly group finance director at British Airports Authority, has become a non-executive director.

DHL has appointed Mr Robert M. Knippena chief executive officer for Continental Europe, the UK and Africa. He joins from H.L. Heinz-Turkey where he was managing director for Diehlitz, France and Germany.

Mr Keith Howell has been promoted to director of finance at MABLEY. Mr Mike Moxon has been given main board responsibility for all the UK and Continental European companies.

Following the acquisition of a 25 per cent shareholding in Westland by GKN, Mr Alexander Daly, GKN's managing director-defence, has joined the board of WESTLAND. He replaces Dr G.C. Bottles of Fiat who has resigned.

Mr T.G. Kemp, an associate director, has become a director of JAMES LATHAM.

Mr Peter Bannister, formerly technical director of Guinness and Brewing director of the Guinness subsidiary in Northern Ireland, has been appointed managing director of GUINNESS BREWING INTERNATIONAL.

Mr Peter Bannister, previously regional director for Nigeria and Ghana, became managing director of Guinness Malaysia.

Mr Nigel Edmond, previously regional operations director, and formerly managing director of Guinness Nigeria and Guinness Ghana, succeeds Mr David Humphreys as managing director of Guinness Cameroon. Mr Humphreys returns to London to become regional director for Africa and the Indian Ocean.

Mr Malcolm Wynn, sales director of the Guinness Brewing company in Great Britain since 1984, has been appointed regional director for the Far East, Australasia and the Caribbean.

Mr Paul Gillman, previously general manager for the on-trade marketing with Guinness Brewing in Great Britain, has been appointed marketing director. He succeeds Mr Paul Kaufmann, who has become director and general manager of the Guinness sales and marketing subsidiary in Malaysia.

Mr Andrew Haggarty, financial controller, has

APPOINTMENTS

HILTON INTERNATIONAL has appointed Mr Paul Taylor as director of development and technical services, UK and Benelux. He was development controller for Ladbrooks Hotels.

become finance director.

Mr The AUTOBAR GROUP has appointed Mr Michael Davey as group finance director. He was finance director of the horticulture division of Fisons.

Mr P.P. PRIVATE PATIENTS' PLAN has appointed Dr Jonathan Boyce as general manager (medical department).

Mr Ray Peelle has been made deputy managing director of CARADON TWYFORDS, the bathroom company.

Mr Bamber Gascoigne has joined the board of the ROYAL

OPERA HOUSE, COVENT GARDEN

Mr R.A. Smythers has been appointed managing director of WILLIAM MCCOCH & CO (BIRMINGHAM), a member of the Bowthorpe Holdings group. He was director of European support operations for Fisher Controls.

J.F. DONELON & CO has promoted Mr Steve Fellowes to commercial director.

Mr David R. King has joined the board of DYNAMIT NOBEL (UK).

Mr Judy Atkinson has been appointed commercial director of RHM FOODS' soft drinks group. She moves from another RHM company, British Bakers, where she was marketing director.

LLOYDS BANK has appointed Mr Peter Brunsten as assistant general manager, bank relations, international banking division in succession to Mr Geoffrey Higham who has retired. Mr Bob Long succeeds Mr Brunsten as chief manager, bank relations.

At PROVIDENCE CAPITOL LIFE ASSURANCE Mr John Baker has become finance director and Mr Alan Parskinson has been made general manager of Providence Capitol Fund Managers.

Mr Ralph Baber has been appointed managing director of CAL FUTURES and CAL INVESTMENTS. Mr M. Mason-Williams is made company secretary of both companies.

	Oct 12	Oct 11	Oct 10	Oct 9	Oct 8	Year Ago	1988 High	1988 Low	Since Compilation
Government Secs	88.84	88.94	88.92	88.74	88.47	95.65	91.43 (19/4)	88.29 (2/8)	127.4 (8/1/85)
Fixed Interest	97.47	97.34	97.01	96.87	96.70	91.67	96.67 (25/5)	94.14 (8/1)	105.4 (20/1/47)
Ordinary	1471.9	1467.2	1460.3	1460.4	1461.5	1634.7	1514.7 (15/12/87)	1340.0 (8/2)	1820.2 (18/7/87)
Gold Mines	178.0	181.8	177.8	176.8	174.2	488.2	312.5 (7/1)	162.7 (22/9)	734.7 (28/10/71)

Indices	Oct 11	Oct 10
GIH Edged Bargains	120.5	118.5
Equity Bargains	184.0	188.8
Equity Value	2018.0	1928.7
5-Day average		
GIH Edged Bargains	111.2	107.7
Equity Bargains	163.2	156.5
Equity Value	2407.3	2298.5

Stock	Value	Qty	Day's range	Stock	Value	Qty	Day's range
Shell	1,200	400	274-277	British Airways	1,200	400	274-277
BP	1,200	400	274-277	British Telecom	1,200	400	274-277
Shell	1,200	400	274-277	British Airways	1,200	400	274-277

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IC Stockmarket Letter

Vertical text on the far left edge of the page, including "FMS EXCHANGE" and "NG RATES".

LONDON SHARE SERVICE

AMERICANS - Contd

Table listing American companies with columns for Stock, Price, and % Change. Includes companies like IBM, Microsoft, and General Electric.

CANADIANS

Table listing Canadian companies with columns for Stock, Price, and % Change. Includes companies like Alcan, Inco, and Northern Telecom.

BANKS, HP & LEASING

Table listing financial institutions and leasing companies with columns for Stock, Price, and % Change.

Hire Purchase, Leasing, etc.

Table listing hire purchase and leasing services with columns for Stock, Price, and % Change.

BEERS, WINES & SPIRITS

Table listing beverage companies with columns for Stock, Price, and % Change.

BUILDING, TIMBER, ROADS

Table listing construction and infrastructure companies with columns for Stock, Price, and % Change.

BUILDING, TIMBER, ROADS Contd

Continuation of Building, Timber, Roads companies with columns for Stock, Price, and % Change.

CHEMICALS, PLASTICS

Table listing chemical and plastic companies with columns for Stock, Price, and % Change.

DRAPERY AND STORES

Table listing drapery and retail stores with columns for Stock, Price, and % Change.

BUILDING, TIMBER, ROADS

Continuation of Building, Timber, Roads companies with columns for Stock, Price, and % Change.

ELECTRICALS

Table listing electrical companies with columns for Stock, Price, and % Change.

ELECTRICALS - Contd

Continuation of Electricals companies with columns for Stock, Price, and % Change.

ELECTRICALS - Contd

Continuation of Electricals companies with columns for Stock, Price, and % Change.

ELECTRICALS - Contd

Continuation of Electricals companies with columns for Stock, Price, and % Change.

ELECTRICALS - Contd

Continuation of Electricals companies with columns for Stock, Price, and % Change.

ENGINEERING - Contd

Continuation of Engineering companies with columns for Stock, Price, and % Change.

FOOD, GROCERIES, ETC

Table listing food and grocery companies with columns for Stock, Price, and % Change.

HOTELS AND CATERERS

Table listing hotels and catering services with columns for Stock, Price, and % Change.

INDUSTRIALS (Miscel.)

Table listing miscellaneous industrial companies with columns for Stock, Price, and % Change.

INDUSTRIALS (Miscel.) - Contd

Continuation of Miscellaneous Industrials companies with columns for Stock, Price, and % Change.

INDUSTRIALS (Miscel.) - Contd

Continuation of Miscellaneous Industrials companies with columns for Stock, Price, and % Change.

INDUSTRIALS (Miscel.) - Contd

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Continuation of Miscellaneous Industrials companies with columns for Stock, Price, and % Change.

INDUSTRIALS (Miscel.) - Contd

Continuation of Miscellaneous Industrials companies with columns for Stock, Price, and % Change.

INSURANCES

Table listing insurance companies with columns for Stock, Price, and % Change.

LEISURE

Table listing leisure companies with columns for Stock, Price, and % Change.

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LONDON SHARE SERVICE

LEISURE - Contd

Table of Leisure stocks including Leisure Group, Leisure Investments, Leisure Properties, etc.

PROPERTY

Table of Property stocks including Property Finance, Property Investments, etc.

TEXTILES - Contd

Table of Textiles stocks including Textiles Group, Textiles Investments, etc.

TRUSTS, FINANCE, LAND - Contd

Table of Trusts, Finance, and Land stocks including Trusts, Finance, Land, etc.

OIL AND GAS - Contd

Table of Oil and Gas stocks including Oil and Gas, etc.

MINES - Contd

Table of Mines stocks including Mines, etc.

TOBACCO

Table of Tobacco stocks including Tobacco, etc.

TRUSTS, FINANCE, LAND

Table of Trusts, Finance, and Land stocks.

Investment Trusts

Table of Investment Trusts.

OVERSEAS TRADERS

Table of Overseas Traders.

PLANTATIONS

Table of Plantations.

Miscellaneous

Table of Miscellaneous stocks.

THIRD MARKET

Table of Third Market stocks.

MINES

Table of Mines stocks.

MINES

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MOTORS, AIRCRAFT TRADES

Table of Motors and Aircraft Trades.

Commercial Vehicles

Table of Commercial Vehicles.

Components

Table of Components.

Garages and Distributors

Table of Garages and Distributors.

NEWSPAPERS, PUBLISHERS

Table of Newspapers and Publishers.

PAPER, PRINTING, ADVERTISING

Table of Paper, Printing, and Advertising.

SHOES AND LEATHER

Table of Shoes and Leather.

SOUTH AFRICANS

Table of South Africans.

TEXTILES

Table of Textiles.

Finance, Land, etc

Table of Finance, Land, etc.

Far West Road

Table of Far West Road.

Central African

Table of Central African.

Finance

Table of Finance.

Oil and Gas

Table of Oil and Gas.

Australians

Table of Australians.

Regional & Irish Stocks

Table of Regional & Irish Stocks.

Traditional Options

Table of Traditional Options.

Property

Table of Property.

Oils

Table of Oils.

Mines

Table of Mines.

Mines

Table of Mines.

Mines

Table of Mines.

COMMODITIES AND AGRICULTURE

Zinc climbs to record on London Metal Exchange

By Kenneth Gooding, Mining Correspondent

THE LONDON Metal Exchange price of zinc for delivery in three months reached a record \$1,395 yesterday to coincide with publication of two important studies which predict a buoyant future for base metals.

The pendulum is now swinging away from precious metals back to base metals. For many mining companies the margins that can be obtained from their base metal activities could exceed that now being obtained from mining gold, says Mr David Williamson, director of metals and mining research at Shearson Lehman Hutton, in his company's review.

Meanwhile Rudolf Wolff, the metal trading group, suggests that the current squeeze on interest rates will have a marked effect on consumer spending with obvious implications for commodity prices.

Increase in coffee pact quota predicted

By David Blackwell

AN ADDITIONAL 2m bags of coffee is likely to be added to the International Coffee Organisation's 56m-bag total world export quota in the next few weeks, according to E.D. & F. Man, the London trading house.

Klöckner caught out by oil fall

Steven Butler on the West German group's heavy trading losses

THE HEAVY losses in oil trading declared yesterday by Klöckner, the West German trading group, came as little surprise to the oil market.

The Organisation of Petroleum Exporting Countries said yesterday that its price monitoring and long-term strategy committees would meet in Madrid on October 20. The meeting will be attended by oil ministers from Indonesia, Saudi Arabia, Algeria, Venezuela, Nigeria, Kuwait, Iran, and Iraq.

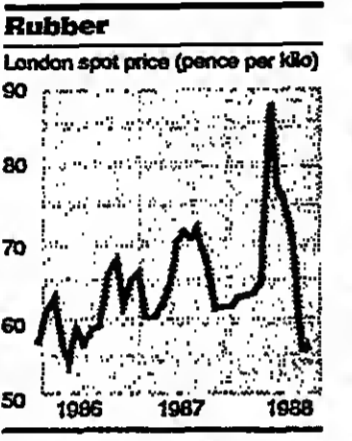
not have been trading entirely on its own account. It has become rare for traders in the forward oil markets to take big one-way positions, which essentially amounts to placing a bet on which way oil prices will move.

of the risks involved, booked a big loss position. The logical answer is that Klöckner thought it knew something about developments in the market that other traders did not know, and this has raised suspicions, which cannot be verified, of an Arab connection.

Rubber fall surprises traders

By Wong Sulong in Kuala Lumpur

RUBBER PRICES are now back to where they were at the start of the year, after falling sharply in response to a lack of buying interest in major markets in recent weeks.



Just as the sharp price increases in April and May confounded the market, the sudden slide in prices during the past week has caught traders by surprise.

interest from western consumers after the summer holidays did not materialise, probably due to the fact they are still digesting the buffer stock deliveries, said a Malaysian Rubber Exchange official.

EC announces plans to cut beef and sheep spending

By Tim Dickson in Brussels

AFTER MONTHS of internal deliberation, the European Commission finally came forward yesterday with plans for curbing expenditure in the beef and sheep regimes, plus a proposal for dealing with the sensitive question of New Zealand butter.

Moscow seeks grain pact extension

THE SOVIET Union has handed U.S. officials a draft proposal which calls for a one-year extension of the long-term grain agreement between the two countries with a flexible minimum of either 9m or 10m tonnes, but the US has not yet agreed, reports Reuters.

The following are the main points of the proposal. The amount of beef which the Community will in future be prepared to buy in any one year will be fixed at 200,000 tonnes except in exceptional circumstances (to be defined by the Commission) or when there is a significant reduction in market prices.

its promise to phase out the popular variable slaughter premium in Great Britain, an aim which it hopes to achieve fully by 1993.

The Soviet Union would also undertake to purchase either 2m tonnes more grain, for a total of 10m tonnes, or substitute 1m tonnes of soyabean and/or meal, lowering the minimum to 9m tonnes.

WORLD COMMODITIES PRICES

LONDON MARKETS

GOLD prices rose in the afternoon on short-covering. Dealers said the weakness of the dollar against the yen prompted some buying from Japanese operators. The strength of silver was also a supportive influence.

Table with columns: Commodity, Close, Previous, High/Low. Includes COCOA, COPPER, RUBBER, and various oils.

Table with columns: Commodity, Close, Previous, High/Low. Includes LONDON METAL EXCHANGE, SOYABEAN MEAL, and various metals.

Table with columns: Commodity, Close, Previous, High/Low. Includes LONDON BULLION MARKET, GOLD, and various currencies.

Table with columns: Commodity, Close, Previous, High/Low. Includes US MARKETS, CRUDE OIL, and various agricultural products.

Table with columns: Commodity, Close, Previous, High/Low. Includes CHICAGO, SOYABEAN, and various grains.

Table with columns: Commodity, Close, Previous, High/Low. Includes WHEAT, CATTLE, and various livestock products.

Table with columns: Commodity, Close, Previous, High/Low. Includes SPOT MARKETS, GAS OIL, and various energy products.

Table with columns: Commodity, Close, Previous, High/Low. Includes RUBBER, COPPER, and various metals.

Table with columns: Commodity, Close, Previous, High/Low. Includes LONDON BULLION MARKET, GOLD, and various currencies.

Table with columns: Commodity, Close, Previous, High/Low. Includes US MARKETS, CRUDE OIL, and various agricultural products.

Table with columns: Commodity, Close, Previous, High/Low. Includes CHICAGO, SOYABEAN, and various grains.

Table with columns: Commodity, Close, Previous, High/Low. Includes WHEAT, CATTLE, and various livestock products.

Table with columns: Commodity, Close, Previous, High/Low. Includes WHEAT, CATTLE, and various livestock products.

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WORLD STOCK MARKETS

CANADA

Table of Canadian stock market data including Toronto 4pm prices for October 12, listing various stocks and their prices.

MONTREAL

Table of Montreal stock market data for October 12, listing local stocks and their prices.

INDICES

Table of various stock indices including New York Dow Jones, Toronto, and other regional indices with their values and changes.

CANADA

Table of Canadian stock market data for October 12, listing various stocks and their prices.

NEW YORK ACTIVE STOCKS

Table of active stock trading in New York, listing stock symbols, prices, and volume.

TOKYO - Most Active Stocks

Table of the most active stocks in Tokyo, listing stock symbols, prices, and volume.

NEW YORK DOW JONES

Table of the New York Dow Jones index performance, showing values for different periods.

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Text advertisement for 'Have your F.T. hand delivered in Germany', emphasizing the magazine's value and subscription options.

Text advertisement for 'Have your F.T. hand delivered in Germany', including contact details for subscription inquiries.

Text advertisement for 'Have your F.T. hand delivered in Germany', providing a final call to action and contact information.

Text advertisement for 'Have your F.T. hand delivered in Germany', concluding the advertisement with contact details.

Main table of world stock markets, organized by country (USA, France, Germany, Italy, Sweden, Switzerland, South Africa, Australia, Japan, etc.) with columns for stock names, prices, and changes.

Vertical text on the left margin, including 'il fall', 'ading losses', and 'Moscow seek grain pact extension'.

NYSE COMPOSITE PRICES

OVER-THE-COUNTER

Monday national market, 3pm prices October 12

Main table of NYSE Composite Prices with columns for stock symbols, prices, and changes. Includes a sub-section for 'Dividend Dates' with details on ex-dividend dates and amounts.

Table of Over-the-Counter prices for various stocks, including symbols, bid/ask prices, and volume.

AMEX COMPOSITE PRICES

Table of AMEX Composite Prices listing various stocks and their current market prices.

Table of AMEX Composite Prices (continued) listing additional stocks and their market data.

Advertisement for Hotel Zurich, featuring the text 'While in Zurich enjoy your complimentary copy of the Financial Times as a guest of the Hotel Zurich' and contact information.

AMERICA

Dollar doubts prompt Dow decline

Wall Street

EQUITIES tumbled yesterday amid nerves about the reported bankruptcy of a Japanese real estate company and worries about today's US trade figures, which caused substantial selling of the dollar, writes Janet Bush in New York.

William Proxmire, chairman of the influential Senate Banking Committee, asking him for his views on the potentially negative impact of the dollar's rally this year on the US trade balance.

Among featured stocks was Holly Farms which surged 6% to \$49 in the wake of news that Tyson Foods had offered to take over the company for \$45 in cash and a quarter of a Class A common share for each share of Holly Farms.

Texas Air dropped 1 1/4% to \$14. The company announced yesterday that it was selling its Eastern Airline shuttle to Mr Donald Trump, the New York real estate developer, and would make a \$20m profit on the sale.

ASIA PACIFIC

Firm yen partly offsets NTT effect

Tokyo

THE YEN'S sharp rise against the dollar helped share prices recover to some extent in late trading after they had fallen throughout the day under pressure from the forthcoming issue of NTT shares, writes Michio Nakamoto in Tokyo.

DEALING in the shares of News Corporation Limited that the Hong Kong stock exchange today, forming yet another link in the media group's chain of listings on major stock markets around the world, writes Michael Murray in Hong Kong.

Mr Richard Sarazen, News Corp finance director, said that by the end of November the company's shares would be trading in Tokyo, and in the future would be listed in Zurich, Geneva, Frankfurt, Brussels and Toronto.

lier weakness, leaving no clear pointer for Australian shares. "At this stage the market seems happy to wait for further direction which will hopefully come with the release of the US trade deficit figures tomorrow," said brokers BZW Meares.

FT-ACTUARIES WORLD INDICES

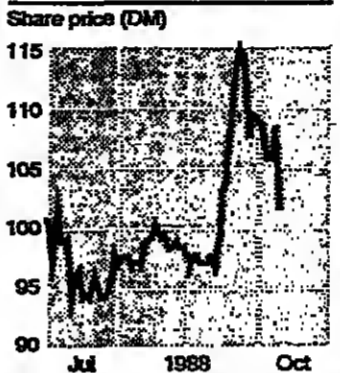
Jointly compiled by the Financial Times, Goldman, Sachs & Co., and Wood Mackenzie & Co. Ltd., in conjunction with the Institute of Actuaries and the Faculty of Actuaries

Table with columns for National and Regional Markets, Wednesday October 12 1988, Tuesday October 11 1988, and Dollar Index. Rows include Australia, Austria, Belgium, Canada, Denmark, Finland, France, West Germany, Hong Kong, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Singapore, South Africa, Sweden, Switzerland, United Kingdom, USA, Europe, Pacific Basin, Euro-Pacific, North America, Europe Ex. UK, Pacific Ex. Japan, World Ex. US, World Ex. UK, World Ex. So. Af, World Ex. Japan, and World Index.

W German bourse faces test caused by Klöckner

By Alison Matfield THE HUGE potential losses of Klöckner and Co, the unlisted trading and engineering group, are likely to prove a short-term depressant on the West German stock market, analysts in London said yesterday.

Klöckner-Werke



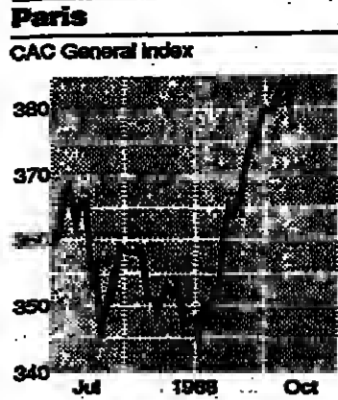
per cent in Klöckner-Werke and about 40 per cent of KHD. If it were forced into distress sales of the holdings, it would hold 11 for their share prices.

EUROPE Spectre of US trade data casts shadow on bourses

NERVOUSNESS about corporate developments and the US trade deficit figures due today left most leading bourses mixed to lower yesterday, writes Our Markets Staff.

Paris

CAC General Index 380 370 360 350 340 Jul 1988 Oct



5 per cent stake. Perrier was up FF25 at FF1,160 as 23,000 shares changed hands in further speculative activity.

Olivetti ordinary L31 to L32 Most were said to be improved in the after-market. Fivelli SpA moved up L32 close at L2.88 after an optimistic forecast that sales would be up 10 per cent this year.

Walter LAWRENCE INTERIM RESULTS An increase of 68% in profit before taxation. Table showing Turnover, Profit before taxation, Earnings per share, and Dividend per share for 1988, 1987, and 1987 to 1988. Includes quote from Trevor Mawby FCA, Chief Executive.

Base values: Dec 31, 1986 = 100; Finland: Dec 31, 1987 = 115.037 (US \$ Index), 90.791 (Pound Sterling) and 94.94 (Local). Copyright: The Financial Times, Goldman, Sachs & Co., Wood Mackenzie & Co. Ltd. 1987 Spanish market closed Oct. 12.